

Part III

AWARDS, REPORTS AND RESOLUTIONS

EDUCATION AWARD

ALICE LOCKMILLER AWARD For Excellence and Creativity in Teaching Children Awarded to Helen Thomas, Allendale UMC

The 2002 recipient of the Alice Lockmiller Award for Excellence and Creativity in Teaching Children is Helen Thomas who is a member of Allendale UMC in St. Petersburg. Helen was selected for this award because of her dedication to the youngest members of her church family, her skill in interpreting important Bible truths so that they are meaningful for young children, and her faithfulness in maintaining a teaching ministry in the church for over 50 years.

Helen's teaching style has always included arriving early to the classroom and providing a warm welcome for each child and parent. She is a master of the principles which are so important to the success of any classroom including safety, structure, creative lessons which offer "hands on" experience, and the loving acceptance of even the most challenging child.

The truth of Helen's teaching is evident in the lives of many adults and in the faith of Helen's own children and grandchildren. Her great grandchildren are now attending her class as they move into the life of the church. She has dedicated a lifetime to sharing the gospel with the youngest members of the church family in a wonderful way.

EVANGELISM AWARDS

GRINDHEIM-SIMS AWARD Awarded to Rev. Vance Raines, Grapevine UMC

The Grindheim-Sims Award is given annually to the pastor of a small membership church who has distinguished themselves through their efforts of evangelization and church growth. The recipient this year went to The Rev. Vance C. Rains, pastor of Grapevine United Methodist Church, Port St. Lucie in the Melbourne District.

The Grapevine Church had the largest number of persons received on profession and re-affirmation of faith of any Florida Conference congregation 250 members and less. With a membership in January of 2002 of 84, they have added 60 persons on profession and re-affirmation of faith. The membership is 163 with average worship attendance at the end of 2002 standing at 375. That is 230% of their membership. The congregation has made

substantial progress in reaching the unreligious and nominally religious people of the Grapevine Community.

The Grindheim-Sims Award, established by Dr. Rose Sims, honors the memory and ministry of Oscar Grindheim and James Sims, Sr.

DENMAN EVANGELISM AWARD
LAY: Brittany Cott, River of Life UMC
CLERGY: Douglas S. Kokx, Clermont UMC

The Denman Evangelism Award is presented annually to a United Methodist lay and clergyperson in each annual conference for outstanding work in Christian Evangelism. This award is named for the late Dr. Harry Denman, distinguished lay evangelist whom Dr. Billy Graham called "my mentor in Evangelism." The awards are made possible by The Foundation for Evangelism, which was founded in 1949 by Dr. Denman.

The 2003 Denman Awards in the Florida Conference were presented to Brittany Cott and The Rev. Doug Kokx. Nominations were solicited and received by the Office of Congregational Transformation, after which a committee selected the awardees.

Brittany Cott is twelve years old. She leads by example and is quite an inspiration. She reaches out and offers Christ to everyone she meets, and her sheer enthusiasm for Jesus Christ is contagious. Her invitations to church and church camp are not empty ones. Brittany's invitation is to come meet Jesus. Because of her unique gifts, she is serving as co-chair of the Evangelism Ministry Team at River of Life UMC.

Doug Kokx impacts people in many walks of life, not only in the church, but in everyday life. He inspires others to strengthen their faith in Jesus Christ and has a passion and excitement for spreading the gospel of Jesus Christ with those not churched. Doug has no shortage of enthusiasm as he stirs the hearts of those he teaches and as he offers the love of Jesus to those he visits. He is truly a servant leader for Jesus Christ and blesses those around him by his loving and caring spirit.

HIGHER EDUCATION AND CAMPUS MINISTRY AWARDS

FRANCES ASBURY AWARD
Awarded to Reverend William H. Yeager

The Francis Asbury Award is given annually to an individual who has made an extraordinary contribution to United Methodist Ministries in higher education. The General Board of Higher Education and Ministry invites each annual conference to honor one recipient with this prestigious award. The Florida Conference Board of Higher Education and Campus Ministry is delighted to present the 2003 Francis Asbury Award to the Reverend William H. Yeager.

Rev. Yeager spent his earliest years in northwestern Pennsylvania. His grandmother was very active in the Methodist Church in a small college town named Clarion. His family moved to San Diego, California when Bill was 12 years old. The new Methodist Church

in San Carlos gave him his first experiences with youth groups. At the age of 15, Bill moved to Hallandale, Florida, and joined another relatively new Methodist Church in Hollywood Hills. It was there, as a junior in High School, that the call to ministry was first heard. After graduating from Nova High School in Dania, Rev. Yeager began studies at Florida Southern College, majoring in Religion. During the last three years at FSC, Bill served Chaplain Tom Price as a student assistant. It was during those opportunities that he began his love for the combination of campus and community.

His theological training was done at Princeton Theological Seminary, and field work included the Trinity United Methodist Church in Rahway, NJ under the supervision of Paul Jewett. Bill's first appointment was in Ft. Lauderdale with First UMC, working with the youth and college age ministries. It was there that he met his wife, Jayne, and they married in May of 1980.

Appointments in the Florida Conference included Trinity UMC in St. Petersburg, Crystal Lake UMC in Lakeland, and First UMC in Gulfport. The Yeager's two sons were born within those years. Michael is now in middle school, and the elder, John, will be attending Florida Southern College in the fall. In 1990, Gene Zimmerman, former "upper roomer" at the Wesley Foundation in Gainesville, and St. Petersburg D.S., sent Rev. Yeager to be Pastor/Director of the University UMC and Student Center, across from the University of Florida. It was there (where the family remains as a part of the worshipping community) that Bill served twelve years in ministry to and with college students. The combination of local church and campus ministry has been unique to Gainesville in the Florida Conference for more than fifty years. Directors have included founder Thaxton Springfield and Bishop Robert E. Fannin, among very faithful others. The members of this wonderful church are amazingly special in their loyalty to a sometimes difficult, yet always rewarding community. Under Bill's leadership, UF students took their places in the leadership of the church. The footprint of the church property doubled in size during Rev. Yeager's tenure and possibilities were secured for a strong ministry into the 21st century.

EULALIE GINN

OUTSTANDING LEADERSHIP AWARD

**Awarded to: Stephanie George, Florida A&M University;
David Duncan, Florida Southern College;
Rebecca Kruse, Stetson University**

Stephanie George – I am a student at the School of Business and Industry at FAMU. Presently I serve on the Ministry Team and the Wesley Foundation Board of Directors - the two groups responsible for the planning, implementation and evaluation of the many activities that are provided for FAMU students. I am also a participant in our weekly Bible Study, "Sistas for Christ" small group, and Campus Ministry Ensemble. Over the past year, I have been honored to serve as the FAMU representative and committee member of the Florida Conference United Methodist Student Movement. My immediate plans include successfully completing my graduation requirements, and becoming a Certified Public Accountant. God is to be praised for bringing me to this point in my life.

David Duncan – In April of 2003, I will graduate from Florida Southern College. During the summer I plan to work as a youth intern. I am passionate about youth ministry, and am working towards the goal of becoming a youth director and attending seminary. During my years at Florida Southern College I have been actively involved in the Wesley Fellowship as Vice-President and Bible Study coordinator, the Florida Conference United Methodist Student Moment, and the Southeastern Jurisdiction United Methodist Student Movement Executive Committee. I have also been blessed by my mission work with Habitat for Humanity, Sandwich Ministry and Beyond Campus Ministry. The experience I have gained being an assistant at First United Methodist Church, Lakeland volunteering in their youth “Clubhouse Ministries” and serving on the Leadership Team at the Warren W. Willis Youth Camp, will greatly benefit me in youth work.

Rebecca Kruse – I will be graduating from Stetson University this spring. During my undergraduate study, I became involved in the Wesley House United Methodist Campus Ministry - an experience that drew me closer to God and also gave me incredible opportunities to develop my leadership skills. I have served as Ministry Team President, Small Group Leader, and coordinator of the new Women’s Ministry. I feel my calling to Christian ministry is one that moves beyond the walls of the local church. My passion for young people and the law, have formed my aspiration to found a Christian juvenile aftercare facility that will assist in rehabilitating troubled teens. Because of the unique calling I feel I have, I am currently seeking to further my education by pursuing my Masters of Divinity Degree at Candler School of Theology and possibly a Juris Doctorate through a joint program with Emory University School of Law. I cannot imagine ministry not being part of my life. God has given me a passion for being a leader in his Kingdom. My ultimate goal in life is to always have one ear turned towards Heaven, listening to where He leads me next.

Dr. Eulalie Ginn came to work in the Florida Conference in 1946 as the Director of the Wesley Foundation at the University of Miami, and shared responsibility for coordinating the State United Methodist Student Movement. She joined the Conference Council on Ministries staff in 1962, where she served as Associate Council Director for Higher Education and Campus Ministry and Church and Society until her retirement in 1976.

ROGERS P. FAIR
PRE-MINISTERIAL AWARD
Awarded to Samuel G. Harrison, Florida Southern College
And Jonathan Bailey, Stetson University

Samuel G. Harrison – After more than twenty years as a Registered Nurse and freelance writer, I received God’s call to the ministry and enrolled in Florida Southern College to complete a degree in religion. I will graduate in April 2003, and then attend seminary in the fall. I am a Declared Candidate for Ministry in the Deland District. Having spent the last several years of my nursing career as a Hospice clinician, my goal is to earn my Masters of Divinity degree, be ordained an Elder in the United Methodist Church and return to the Florida Conference to serve as a Hospital/Hospice chaplain. I also want to work for and write on issues of peace and justice, and preach the Word of God where and when I can. In

humility and grace, I am eager to bring my medical training and experience, spiritual gifts, and devotion to the Lordship of Jesus Christ to service in this way.

Jonathan Bailey – God has used my time at the Stetson University Wesley Foundation to develop me into a better leader and better Christian. During the past three years I have served on the Wesley House Ministry Team and on the Board of Directors as a student representative. I plan to graduate Stetson in the spring, and will be commissioned as a 2nd Lieutenant in the United States Army on May 9, 2003. I have been accepted into the Masters of Divinity program at Boston University School of Theology and hope to be ordained as an Elder in the United Methodist Church. My future goals include a career as a United Methodist Army Chaplain, to marry a godly woman with whom I can share my life, and to continue to support campus ministry in any way possible. I have come to realize that it is only through the love of God that we can do anything. This is what I desire to take out into the world with me, the love that changes lives.

Dr. Rogers P. Fair served 47 years as Chaplain of Bethune-Cookman College. He was awarded the Doctor of Divinity degree by Bethune-Cookman in 1974 for "Outstanding Service to Christian Higher Education and the United Methodist Church as Pastor and Preacher."

LINA H. McCORD INTERN BLACK COLLEGE FUND

This year's Lina McCord Intern is Frank Miller, Jr. Frank is a sophomore at Bethune-Cookman College and is an associate member at Stewart Memorial United Methodist Church. A native of Tampa, Florida, Frank serves as president of the Religious Life Fellowship at Bethune-Cookman and as a student usher at Stewart Memorial.

For more information on the Black College Fund, contact Joreatha McCall Capers, The Black College Fund Office, General Board of Higher Education and Ministry, P. O. Box 340007, Nashville, TN 37203-0007; phone 615-340-7378.

REPORTS

NOTE: Reports printed here are as approved by the annual conference. For a copy of the original report please refer to the Annual Conference Workbook.)

THE CONFERENCE TABLE

Recommendations for 2003

Since created at the 2002 Annual Conference, the Conference Table has gathered four times. These gatherings were well attended in Leesburg, Port St. Lucie, Orlando and Sarasota. Each included worship, prayer and earnest welcoming of the Holy Spirit. Conversations have been lively, honest and earnest.

The Conference Table has no power other than to gather and to make recommendations to the Annual Conference for its consideration and disposition. Three recommendations are made to the 2003 Annual Conference:

Recommendation No. 1

It is recommended that the following be adopted as the statement of the vision of The Florida Annual Conference:

VISION STATEMENT: God's transforming grace in Jesus Christ calls us to become one dynamic church with diverse people in many settings, offering a new life of Christian discipleship to the world.

Recommendation No. 2

It is recommended that the following be adopted as the statement of the mission of The Florida Annual Conference:

MISSION STATEMENT: The mission of the Florida Annual Conference is to be a vital connection that is part of God's transformation of the world by:

- *equipping congregations for the task of making disciples of Jesus Christ;*
- *transforming existing congregations from a life of institutional maintenance to a life of transformational mission in their diverse communities and the world;*
- *reproducing vital congregations in new settings;*
- *calling, training and supporting lay and clergy leaders for the church; and*
- *engaging in shared ministries that fulfill the vision of the Kingdom of God.*

Recommendation No. 3

It is recommended that the resolution declared by the Office of Congregational Transformation regarding the eight measurements for a healthy congregation in The Florida Conference be adopted. The following criteria highlight those characteristics (also see report of The Office of Congregational Transformation):

1. Empowering Leadership

Effective leadership begins with an intimate relationship with God, resulting in Christ like character and a clear sense of God's call. As spiritual maturity increases, effective pastors and leaders multiply, guide, empower and equip disciples to realize *their* full potential and work together to accomplish God's vision.

2. Gift-Oriented Ministry

The Holy Spirit gives to every Christian spiritual gift(s) for the building of God's kingdom. Church leaders have the responsibility to help believers discover, develop and exercise their gifts in appropriate ministries so that the body of Christ "grows and builds itself up in love."

3. Passionate Spirituality

Effective ministry flows out of a passionate, contagious spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. The nature of this characteristic becomes evident by examining the prayer life, personal use of the Bible and other factors affecting personal spirituality.

4. Functional Structures

The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems, which work together to fulfill its intended purpose. In order to develop functional structures, look at organizational structures and systems, leadership oversight, vision, goals, and planning, and creativity and managing change.

5. Inspiring Worship

Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style, but rather, the shared experience of God's awesome presence.

6. Holistic Small Groups

Holistic small groups are disciple-making communities which endeavor to reach the unchurched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.

7. Need-Oriented Evangelism

Need-oriented evangelism intentionally cultivates relationships with pre-Christian people so they can become fully devoted followers of Jesus Christ who are actively participating

within the life of the church and community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.

8. Loving Relationships

Loving relationships are the heart of a healthy, growing church. Practical demonstration of love builds authentic Christian community and brings others into God's kingdom. Unfeigned, practical love has a divinely generated magnetic power. People do not want to hear us talk about love, they want to experience how Christian love works.

On Behalf of The Conference Table
Respectfully submitted, Bill Walker
Director of Connectional Ministries

CONNECTIONAL MINISTRIES AND CONFERENCE COUNCIL ON MINISTRIES

CCOM VISION STATEMENT: The Conference Council on Ministries seeks to be a vital and welcome aid to the local church facilitating its role in responding to the call of Jesus Christ in making, nurturing and equipping disciples (1995).

CCOM MISSION STATEMENT: The Conference Council on Ministries assists the local church in discovering, facilitating and implementing Christian ministry (1995).

OBSERVATIONS TO THE 2003 ANNUAL CONFERENCE

As United Methodists of the Florida Annual Conference, we gather with an anticipation of a fresh sense of who we are and of who we are called to be in these years as the 21st century begins. Bishop Whitaker is providing well grounded leadership for clergy and laity alike, as God leads us where we have not been.

Our gatherings at The Conference Table have demonstrated the usefulness of this forum and the wisdom of the 2002 Annual Conference in establishing it. The gatherings begin a return to a more Wesleyan concept of conferencing, and they show the very promise that John Wesley envisioned.

Internal communications are and will continue to receive increased attention. By sending and receiving increased communications our individual and joint experiences, learning and missions can be celebrated and our collective identity clarified. Michael Wacht, now leading in this area, will steadily expand our effectiveness in communications. Similarly, expanded use of video and web technologies offer great promise.

As we continue to use technology to advantage, even larger effectiveness and cost savings lie in the near future. Our conference is completing the transition to primary reliance on digital communication forms. Growing dependability on prompt and helpful information through our website, www.flumc.org, is bringing an enhanced sense of our common journey. I commend Don Youngs for his devotion to competency in these areas.

Further, most of the data collection from clergy and congregations is now through the website. This new approach will soon bring connectional paperwork relief to clergy, congregations and district offices alike. This will rapidly free us for ministry instead of repetitive paperwork. I commend Randy Casey-Rutland for his leadership in this challenging area.

Early work on our collective learning strategy shows rich promise. Lack of clarity in this important area has hampered not only the most advantageous use of assets such as our camps and Life Enrichment Center. It has also limited us in making a common faith journey. I encourage close attention as leaders nourish this area.

The most promising development is the growing return of clergy and laity to leadership concern for our collective life. There is a steady increase in understanding the distinction between the entity which provides services and our special connection in theology and faith, both of which are given the same name: "The Conference."

As I close four years of service in this position and undertake fresh interests, including return to my law practice and central Florida civic interests, I thank my family, law partners, and the many clergy, laity and staff who have consistently affirmed me while being patient with my shortcomings. I am grateful in particular to Jim Harnish and Keith Ewing in this regard. I am greatly excited by the coming leadership of Dr. Anne Burkholder in the DCM position, and commend her to you. God has permitted me to plow in the garden a bit, and it will be a joy to watch the flowers bloom!

Godspeed!

Bill Walker, Director of Connectional Ministries

UNITY IN ACTION

A Special Report From the Conference Council on Ministries

In a challenging and difficult time, Isaiah heard the Spirit of God say, "I am about to do a new thing; now it springs forth, do you not perceive it? I will make a way in the wilderness and rivers in the desert." (Isaiah 43:19)

These are challenging days for your Conference Council on Ministries. Patterns of connectional leadership and ministry that were effective in the past are becoming more and more ineffective each year. It is becoming apparent that the apportionment system that served us so well in the past is becoming less able to do so in the future.

At the same time, the need for creative, Spirit-led, visionary leadership has never been greater. The Council believes we are in a "kairos" moment as we search for the new thing that God is doing among us. We dare to believe that the Spirit is at work in the Conference Table process to make a way in the wilderness that may be the source of new life and energy within our connection. For the present, however, we find ourselves caught in an in-between place where we continue to maintain ministries, while searching for new ways to fund them.

As the Council wrestled with the proposed budget for 2004, we experienced both the stress of change and the creative presence of the Spirit at work among us. The members of the Council worked together in a Christ-like way, with each ministry team member (not in attendance) willingly giving up some of his or her own team's interest for the sake of the whole. As a result, the proposed budget goes beyond being "bare bones." It is nothing less than a courageous step toward a very different future in terms of the way we fund our connectional ministries. We invite you into the process of discovering the "new thing" that God is doing among us.

A Season of Change

At their March 1 meeting in Ft. Myers, Conference Council on Ministries (CCOM) team members grappled with the request from the conference's Committee on Finance and Administration to reduce the CCOM budget by a little more than \$123,000. After prayerful discussion and in a spirit of unity and purpose team members met that challenge and went beyond to cut nearly \$8,000 more than the original request.

Specifically, Council members:

1. Decided priorities as a team and then together made the tough decisions to cut the budget based on those priorities, putting aside individual ministry team interests.
 - An example includes the decision by the Missions ministry team to progressively cut funding to the conference's outreach ministries over a period of years, beginning in 2004. The goal is to move away from a subsidy-style mode of funding so that the conference/CCOM has more funding available to meet emerging ministry needs, based on conference-wide, agreed-upon priorities.
2. Made resources available that will enable the CCOM to deal with and respond more effectively to unanticipated ministry needs that arise in 2004.
 - Team members created the Emerging Ministries line item to help achieve that goal. Dollars for the line item were contributed from the Camp Ministry budget.
3. Made budget cuts that, in essence, ask congregations to provide greater support for the ministries they feel are important, enabling CCOM resources to be used more effectively to meet priorities.
 - An example includes a significant reduction of the Camp Ministry's Summer Camp subsidy, with the goal that churches will provide funding for their children and youth to attend camp. A new Camp Scholarship Fund was added to the Camp Ministry's 2004 budget to more effectively provide resources to those campers with the greatest financial needs.
4. Decided to communicate as a CCOM and with one voice to the Conference Table leadership the need to significantly accelerate efforts to develop priorities for the conference so that the CCOM and all conference ministries can align themselves with those priorities and, thus, be effective agents of change in the conference. CCOM members felt the fulfillment of that request by the Conference Table is the key, critical

factor that will enable a). all ministries to work toward the same vision and mission, based on agreed-upon, shared priorities and b). all resources entrusted to each conference ministry to be used to fulfill the vision, mission and shared priorities.

5. Agreed to begin dialogue with each other on ways to restructure the CCOM so that it is as effective as possible in supporting the priorities of the conference.

2004 PROPOSED CCOM MINISTRIES

CAMP MINISTRY TEAM

VISION STATEMENT: The Camp Ministry Team will oversee the summer camp program.

MISSION STATEMENT: To provide an experience where children and youth can build significant relationships with others and God.

FOCUS: To provide a Christ-centered camp environment. (Grades 4 through 12)

GOALS: To help campers know Christ as friend and Savior is our primary objective. Other objectives: To help campers better understand their role as members of the faith and disciples of Jesus Christ. To encourage campers to become participants within their local church. To help campers learn to live with and appreciate themselves and others. To encourage campers to better appreciate God's wonderful world and their responsibility to the environment. To offer campers the opportunity to build relationships with Christian young people from throughout the state.

Other goals: To keep registration fees for camp at a minimum. To develop a 5 year financial plan and pursue alternative methods of funding camp. To promote and publicize camp through the Camp Endowment Fund. To develop a means of financially supporting ongoing repairs, replacement and improvement of Summer Camp Ministry. A Camp Boosters program has been implemented.

For 2003, nine weeks of regular camp are scheduled along with: South Florida Camp (two weeks), Creative Sprit Camp (two weeks), High School Group Week, Appalachian Trail hike and Wilderness Weeks (three weeks). The total number of participants at Summer Camp in 2002 was 3774 with over 250 adult volunteers and 89 Leadership Team members. In addition, Camp Ministry offered administrative/staff support for ministry/programs which may include (but are not limited to) the following: all of the above events, local church training and resourcing.

Approximate % breakdown of budget: Summer Camp - 98.67%; Admin. - 1.33%.

CHURCH AND SOCIETY MINISTRY

VISION STATEMENT: Through the Grace of Jesus Christ, the Church and Society Ministry Team shall work with and through local United Methodist congregations to engage in ministries to meet the needs and challenges of society.

MISSION STATEMENT: The Church and Society Ministry Team will be faithful to the authority of Scripture and be shaped by the Social Principles of the United Methodist Church in assisting local congregations through communication, technology, resources, education and advocacy.

THE SHORT TERM GOAL of the Church and Society Ministry Team is to set up a resource network of task forces each formed around one issue for which the group will research the issue, prepare information for local congregations and be the advocates for this issue. To disseminate information in a timely manner, the Ministry Team will publish a newsletter and maintain a web page. The medium term goal of the Church and Society Ministry team is to maintain an ongoing network of electronic and printed resources to make available current information on social and justice issues to persons in local congregations.

In 2002, Church and Society supplied resources to the Council of Bishops' Initiative on Children and Poverty; gave 10 grants to community ministries implemented by local congregations, missions and agencies; supported advocacy on the issues of Anti-Casino, gambling, farm workers, jail/prison ministries, environmental concerns and disabilities; provided financial assistance to Florida Impact.

STAYING CONNECTED: The Ministry Team will continue its support of Florida Impact to aid the conference in legislative advocacy on issues that it supports surrounding children and poverty, the disenfranchised and the powerless. The Ministry Team will maintain connection with both the General Board of Church and Society and the Southeastern Jurisdiction on programs such as Holy Boldness, Peace with Justice, Shalom Zones, and Cherishing the Creation.

LOCAL CHURCH/AGENCY GRANTS: Church and Society will offer grants to encourage local congregations to be in ministry and service to the powerless in all areas that need the arm of justice

TASK FORCE RESOURCES & LEADER DEVELOPMENT: Provide administrative staff support for ten issue-focused task forces; produce a Peace with Justice resource booklet for local churches; maintain web site support to enhance better communication throughout the Florida Conference; support the Council of Bishop's Initiative on Children and Poverty; Environmental Advocacy; issue leadership development to keep the ministry team on the cutting edge and develop the resources needed for local congregations to stay current on social and justice issues.

MINISTRIES' SUPPORT: Provide administrative staff support for all the task force meetings, design teams for retreats, total team meetings, and the distribution of the newsletter. The Ministry Team will develop resources and educational materials as mandated by the Annual Conference on critical issues such as the Persecuted Church, Hate Crimes and others as directed.

Approximate % breakdown of budget: Staying Connected - 14%; Local Church/Agency Grants - 55%; T/F Resources & Leader Development - 14%; Ministry Support - 12%.

DISCIPLESHIP MINISTRY

VISION STATEMENT: The vision of the Discipleship Ministry Team is to inspire and assist local churches in proclaiming the gospel and responding to the call of Jesus Christ in making, nurturing and equipping disciples through spiritual and moral formation.

MISSION STATEMENT: The Discipleship Ministry Team will respond to those needs of the local churches for creative leaders, cutting edge resources and opportunities for spiritual formation and training which can be provided more appropriately by the annual conference.

SHORT TERM GOALS of the Discipleship Ministry Team include: Continue to setup network groups where request and provide resources for the networks. Medium term goals of the Discipleship Ministry Team include; gathering and developing resources of books, tools and people in the areas of education, worship, stewardship, evangelism, children, family life and adults. These resources would be ready and available for use by those congregations that are working towards being a transformed congregation.

In 2002 Discipleship Ministries sponsored 19 retreats/workshops with 5195 total participants from 14 districts, 24 scholarships totaling \$4800 were given for training. In addition, Discipleship Ministry offered administrative/staff support for ministries which may include but not limited to the following: annual conference worship task force, fourteen of the above retreats, summer camp, local church training and resourcing. Three networks were set up in different areas of the conference in children's ministry and education; and a joint task force with Church & Society was set up for Older Adult Ministries. In addition 26 local congregations received training in their local church

RETREATS/WORKSHOPS: Minister's Mates, Mature Years Retreat, Scouting Retreats, Totally Me, United Methodist Association of Preschools (UMAP) Conference, Family Camping Retreats; Discipleship Weekend, Confirmation Convocation; Disciple Bible Study Training, Clergy-Spouse, Christian Ashram, Leesburg Women's Retreats, Christian Believer Training, Companions For Christ and Faith Quest .

AWARDS/SCHOLARSHIPS: Alice W. Lockmiller Award and the Robert Raikes Award were given at Annual Conference and 24 scholarships for training to local, conference and national training events.

RESOURCES FOR SPECIALIZED MINISTRIES: Disciple Bible Study, Christian Believer, Companions For Christ, Faith Quest, United Methodist Association of Preschools (UMAP), Networking setup and gatherings for specialized ministries in local churches, Annual Conference Worship, consulting ministry, resourcing local congregations.

MINISTRY SUPPORT: Administrative support for meeting costs, task force and design team expenses sponsored by this ministry team.

Approximate % breakdown of budget: Retreats, Workshops – 25%; Awards, Scholarships – 25%; Specialized Ministries – 41%; Ministry Support – 9%

HEALTH AND WHOLENESS MINISTRY

VISION STATEMENT: The Health and Wholeness Ministry Teams seeks to bring about physical, mental and spiritual wholeness and acceptance of all persons, enabling them to become disciples of Jesus Christ.

MISSION STATEMENT: The mission of the Health and Wholeness Ministry Team is to provide resources and training to motivate and empower local congregations to be in ministry with persons in the area of child care, older adults, health care, handicapping conditions. The Ministry provides a direct relationship between the Annual Conference and Health and Welfare Institutions.

GEOGRAPHICAL AREA OF RESPONSIBILITIES: The Florida Annual Conference

DIRECT SERVICES MINISTRIES: Camp Pioneer provides a camping experience for persons who are mentally challenged, 16 years of age and older, ambulatory, and capable of basic self-care. Health and Wholeness Retreat a conference-wide gathering with a nationally known speaker that provides inspiration and education to not only those serving in Health and Wholeness Ministries within the conference, district and local church settings, but to all persons who desire to be in ministry with persons, no matter their age or physical condition. Parish Nurse Ministries are registered nurses who are trained to provide assistance to the local churches by assisting the members in gaining optimal mental, physical and spiritual health. The Conference Parish Nurse Coordinator will identify persons currently working as Parish Nurses throughout the conference and provide support, education and communication through networking with those individuals.

MINISTRY TEAMS: Deaf Ministry Team seeks the work of Christ to, “make disciples of all nations”, by enabling our conference, districts, and local churches through education, service, and support to perform ministry to and with deaf, deafened and hard-of-hearing persons and their families; to continue to develop Deaf Ministry Teams within each district through communication and newsletters.

Disabled Ministry Team identifies the needs of persons with disabling conditions within the Florida Conference and works with the conference, districts and local churches to provide leadership training and ministries with these persons. Volunteer Conference Coordinator of

Interpreters for Deaf Persons assures Conference programs will have interpreters when requested; to serve as liaison between the interpreters and the leaders for said programs to insure that all pertinent information and remuneration's are adequately handled; continue to keep updated records regarding interpreting needs throughout the Conference; continue developing a roster of qualified interpreters, provide workshops/seminars, and to make certain interpreting fits smoothly into the overall ministry of the Conference.

NATIONAL ASSOCIATIONS AND TRAINING EVENTS: National Association of Health and Welfare Ministries provides membership, of the Florida Conference Health & Wholeness Ministry, in the national organization of the United Methodist Association of Health & Welfare Ministries. National Association of Health and Welfare Ministries Annual Workshop provides the representation of the Florida Conference at the national meeting of the United Methodist Association of Health & Welfare Ministries, so that valuable information can be learned and shared with members of the Health & Wholeness Task Force regarding advocacy for children, the elderly, and persons with physically and mentally challenging conditions. National and S.E.J. United Methodist Congress of the Deaf provides the resources for representatives from the Florida Conference to participate in the national and jurisdictional meetings, which are held at various locations around the nation, that develop resources for effective ministry with deaf, deafened and hear-of-hearing persons.

PERSONS WHO ARE SERVED: Members of the United Methodist Local Churches, Districts and Conference as well as the community of God at large.

VOLUNTEERS USED (SOURCES AND NUMBERS IF AVAILABLE): Many from various groups within and outside the United Methodist Church.

FUNDING SOURCES (INCLUDE AMOUNTS): Solely dependent on the Florida Annual Conference.

MAJOR PROGRAM EMPHASIS FOR 2000 (INCLUDE DESCRIPTION): To continue to provide resources and training to motivate and empower local congregations to be in ministry with persons in the areas of child care, older adults, health care, handicapping conditions and to provide a direct relationship between the Annual Conference and Health and Welfare Institutions.

FUTURE GOALS: (1) To re-establish the importance of the Golden Cross Offering which directly helps our districts, provides grants for Health & Wholeness related ministries of our local churches and assists our health related institutions; (2) To lift up our health related institutions and their importance to our United Methodist Church; and (3) to continue in the tradition of John Wesley, in his book "Primitive Physick" and in his sermons, established for today's United Methodists the interconnectedness of health with spiritual, mental, and physical well-being.*

MAJOR NEEDS:

(1) Active support from the Conference, Districts and Local Churches.

- (2) Development of better communication between the Conference and Local Churches which would enable effective ministry cooperation.

*From Congregational Health Ministries Resources Packet, H&W Ministries Program Department, General Board of Global Ministries

Approximate breakdown of the budget: Administration, 24.3%; Direct Service Ministries, 46.1%; Ministry Teams, 9.7% and National Association and Training Events, 19.9%

HISPANIC MINISTRY

VISION STATEMENT: To reach the growing Hispanic population in the state of Florida with the good news of Jesus Christ and His Kingdom. This involves the development of congregations, both old and new, which will be growing and vital and which will minister in Christ's name to the needs of the whole person and the whole community where they are.

MISSION STATEMENT: To implement this vision the Conference Hispanic Ministry Team will work in at least three areas: congregational mobilization, leadership recruitment and training, and resource development.

CONGREGATIONAL MOBILIZATION AND LEADERSHIP TRAINING: The goals are (a) to revitalize existing Hispanic congregations; (b) to develop a coordinated strategy to help incorporate new faith communities into the life of the Annual Conference; (c) to develop planned strategies for new churches among the growing Hispanic population in the state; (d) aid non Hispanic churches to be in ministry to the Hispanics that surround them; (e) to develop lay and clergy leadership for the many facets of ministry among Hispanics; (f) to continue developing the Hispanic Institute.

Approximate breakdown of budget: Congregational Mobilization and Leadership Training, 21.5%; Administration, 22.8%; Program Support, 35.7%; Promotion, 20%.

MISSION MINISTRY

VISION STATEMENT: The Florida Conference Mission Ministry empowers local congregations and ministries to be disciples of Jesus Christ who are joined through a covenant to heal the hurts and build the hopes of people in their communities and around the world.

MISSION STATEMENT: The Florida Conference Mission Ministry will facilitate local congregations, ministries and individuals, through encouragement and education, by providing opportunities to discover Jesus Christ in all persons, even to the "least of these." (Matthew 25)

The long-term goal is for all churches in the Florida Conferences to be transformed into missionary churches, practicing the disciplines of mission evangelization. The mid-term goal is to raise the awareness and personally involve layperson, youth, child, and

clergy person in mission ministry through the Florida Conference. The short-term goal is to equip, train, and encourage all persons to participate in at least one mission ministry in every congregation in the Florida Conference.

ADMINISTRATION: Supports the task forces in Mission Ministry for meetings and travel and the Conference Mission office for printing and mailing in support of these ministries.

COMMUNICATION & EDUCATION: Provides the local churches with the means for education and information about mission opportunities and on-going mission projects through print, visual media, and the Internet; for the execution of District training seminars for local church mission leaders, and for covering the expense for itinerating missionaries, and transportation to the annual SEJ Mission Conference. Mission Communication is covered under these ministries: Cultivation and Education; Mission Communication; Itineration of Mission Speakers, and SEJ Mission Conference. It provides the means for persons who are called as missionaries to fulfill their call through the Conference Committee on Mission Personnel.

CONGREGATIONAL TRANSFORMATION: Provides educational seminars and network opportunities for small churches and churches in transition. Church Development opportunities are found through the Fellowship for Small Membership Churches and the Conference Committee on Haitian Ministries. The Haitian Ministry Team is leading the way to develop a Covenant between the Florida and Haiti Conferences.

COVENANT MINISTRIES: Provide a means for the Florida Conference to establish, develop and strengthen relationships between UM churches, Districts, and the Florida Conference with the Methodist Church in Cuba, through the implementation of the Cuba/Florida Covenant.

OUTREACH MINISTRIES: Involves local churches in ministry together with people in need, by providing direct services such as food, clothing, financial assistance, summer camp, daycare and after-school programs, consultation and outreach education, and advocacy for and with people in poverty. Their main goal is to equip and involve United Methodists in hands-on ministry with people in need. Thousands of volunteers give of their time and talent for which they receive spiritual renewal as they minister to people in need. The Fellowship of Outreach Ministries offers education and consultation services for mission initiatives within the Conference. These ministries include: Jacksonville Development Agency, JA; Christians Reaching Out to Society, BP; Madison County Cooperative Ministry, TL; Halifax Urban Ministries, DL; Indian River Regional Outreach Ministries, ME; Miami Urban Ministries, MI;; Tampa Urban Ministries, TM; United Methodist Cooperative Ministry-Suncoast, SP; Wesley House Community Centers, MI; and Consultation, Research and Implementation of Outreach Ministries.

NEW OUTREACH MINISTRY INITIATIVES: The Jacksonville Development Agency in the Jacksonville District and the Outreach and Revitalization Ministry in the Orlando

District have been chosen as model outreach ministries for the future. Both focus their ministries around the local congregation as the center for mission evangelization and for the transformation of congregations and communities. The JDA was reorganized out the former Action Ministries Plus. The OAR in Orlando is a whole new venture which began as a revitalization initiative among eleven churches in transition. OAR is being expanded to reach all the churches in the Orlando District as the Conference embraces congregational transformation for all churches.

VOLUNTEER MINISTRIES: Support the task forces that coordinate mission opportunities for local churches to respond to their call to mission at home and abroad. When disaster strikes in the Florida Conference, the coordination of volunteers is essential for a sensitive response. When disaster strikes outside the Florida Conference, the coordination of volunteers provides for a compassionate response. These ministries include: United Methodist Volunteers in Mission and Florida United Methodist Disaster Response.

Approximate percentage breakdown of budget: Administration - 2.7%; Communication & Education - 4.2%; Congregational Transformation - 12.1%; Covenant Ministries - 2.5%; Outreach Ministries - 60.2%; Outreach Ministry Initiatives - 14.8%; Volunteer Ministries - 3.5%.

CONFERENCE ADVANCE MISSION SPECIALS

Alfalit International, Inc. (Florida Programs Only); 2. Branches Ministry (Miami) 3. Carver Heights Ministry (Leesburg); 4. Celebrate Jesus, Inc.; 5. Church in the Community Program, Childs Park UMC, St. Petersburg; 6. Cooperative Parish Ministry and Group Ministries: Gainesville Group Ministry (Gainesville); 7. Ethnic Local Church Concerns; 8. Cuba/Florida Covenant 9. Florida United Methodist Seminole Ministry; 10. Goodwill Industries in Florida; 11. Habitat for Humanity Projects in Florida; 12. Haitian-Hispanic Ministry Fund; 13. Haitian Committee on Ministry; 14. Haitian Ministry, Church & Community Worker (Miami) 15. Orlando Revitalization Ministry, Church & Community Worker (Orlando) 16. Jim Russo Prison Ministry; 17. Madison County Cooperative Ministry (Tallahassee); 18. Migrant Ministry Projects: Lee County Mission, Inc.; Wahneta Hispanic Migrant Ministry; National Farm Worker Ministry (Florida); Lakeland District Mission Ministry; Immokalee Neighborhood Service Project; United Child Care Centers, Inc. (Wahneta And Zolfo Day Care Centers); 19. Refugee Ministries; 20. Riverside House, Miami; 21. Society of St. Andrew; 22. Tampa United Methodist Centers; 23. United Methodist Disaster Response; 24. United Methodist Volunteers In Mission (UMVIM); 25. Urban Ministries: Halifax Urban Ministries (Daytona Beach), Broward Coalition On Poverty (Ft. Lauderdale), Jacksonville Development Agency (Jacksonville), Miami Urban Ministries (Miami), United Methodist Cooperative Ministries/Suncoast (St. Petersburg) And Christians Reaching Out To Society, Inc. (West Palm Beach); 26. Wesley Group Home Ministries, Inc.; 27. Wesley House, Key West; 28. The Shepherd's Way, Ft. Lauderdale, 29. One Way Ministries; 30. Florida Council of Churches.

YOUNG ADULT MINISTRY TEAM

VISION STATEMENT: The Young Adult Ministry Team will assist local churches in making disciples of Jesus Christ among young adults by serving as an advocate for young adult ministry and leadership, by providing opportunities for networking and fellowship among young adults, and by connecting local leaders with available resources as they seek to provide ministry to young adults in their communities.

MISSION STATEMENT: To encourage young adult leadership and equip young adults for ministry; to listen to and interpret the needs of young adults in their faith journey, and to assist the church in developing ministries to meet those needs by providing resources and training opportunities, with special emphasis on working with those churches involved in the congregational transformation process.

GOALS: Explore ways to assist local churches in improving or creating young adult ministries, and providing a means by which that information can be shared. Work in cooperation with the Office of Congregational Transformation to explore ways to work directly with churches in the transformation process. Develop connections among leaders of young adult ministries in local churches throughout the Conference. Encourage young adult representation on conference committees.

In 2002 the Young Adult Ministry Team has maintained a young adult Website that will help in connecting and networking other young adults and churches to resources ([http://www.searching 7.com](http://www.searching7.com)).

CONFERENCE COUNCIL ON YOUTH MINISTRIES

Vision Statement: The Conference Council on Youth Ministries seeks to be a vital and exciting instrument which enables the local church to hear, respond to and disciple youth as they follow the call of Jesus Christ.

Mission Statement: The Conference Council on Youth Ministries assists the local church in their youth ministry by offering to equip and train others in issues related to youth, improve communication at the conference, district and local levels, and provide exciting opportunities in ministry and mission.

The conference spent this year, 2002, beginning to implement the new direction provided from the Listening Posts held in 2001. The objectives of the new direction are encouragement, training/spiritual growth, networking, and communication.

Short-term goals of the Conference Council on Youth Ministry are to implement the new direction. Communication: developed an interactive web site to include job listings, retreat information, concert updates, interactive chat rooms, calendar dates, resource information, and downloadable forms.

Networking: beginning to strategize ways to strengthen ties around the conference between local youth workers. Training/Spiritual Growth: continue to provide a quality

fall spiritual growth retreat for teens, a training event for local church leaders in the spring and to co-sponsor/recommend other training/spiritual growth opportunities especially youth leadership.

Encouragement: sponsor a fun day for youth leaders.

A *long-term goal* is to improve the credibility of youth workers throughout the Florida Conference by promoting educational opportunities and dialogue with other professionals in ministry.

In 2002, the Conference Council on Youth Ministries sponsored 2 retreats/workshops with 670 total participants. In addition, the Conference Council on Youth Ministries offered administrative/staff support for ministry/programs, which may include (but are not limited to) the following: all of the above events, local church training, resourcing and networking.

RETREATS/WORKSHOPS: Youth Ministry Spring Training (75), CrossTrainers (595)

CAMPS FACILITIES COMMITTEE

VISION STATEMENT: To see more people encounter Christ at camp and in retreats through the use of the camp facilities.

MISSION STATEMENT: To provide adequate camping and retreat facilities in a setting conducive to the ministry and mission of The United Methodist Church.

GOALS: The Camp Facilities Committee meets regularly during the year to study, prioritize and make recommendations for short and long term projects for the camps and Life Enrichment Center. The Camp Facilities Committee continues to explore avenues for capital improvements for our facilities.

Operation and maintenance of three outdoor ministry sites: (1) Warren W. Willis United Methodist Camp, Leesburg; (2) South Florida Camp, Labelle and (3) Lake Asbury Retreat Center, Green Cove Springs. The subsidy requested will continue to provide significant financial assistance to the camps in the midst of operating expenses increase and current debt service. The outdoor ministry of the Camp Facilities Committee offers a diversity of programs, spiritual growth experiences, recreation and leadership development opportunities, it is inclusive of sex, age and race in an outdoor retreat-type setting.

FLORIDA UNITED METHODIST COMMUNICATIONS

VISION STATEMENT: Through the sharing of information, promote a sense and spirit of connection among the conference's family of local churches and individual members; motivate disciples to be active in ministry and mission; and create a vital and constant, positive presence within the community, enabling individuals to be successful in their Christian ministry.

MISSION STATEMENT: Through a combination of advanced and traditional communication techniques, communicate with local churches and individuals accomplishments throughout the conference and the world through their efforts; reflect the value of the connectional system of The United Methodist Church; inform local churches of resources within the conference, both those provided by the Council on Ministries and others; assist local churches in enhancing their communication efforts; and maintain a strong, conference-wide media relations program that creates public awareness of the ministry, missions and leadership of United Methodists.`

Scriptural Basis: “Don’t hide your light! Let it shine for all.” (Matthew 5:15, 16; The Living Bible, Paraphrased)

Long-term Goals:

- Continue development of Florida Conference Internet and video resources (i.e. Web site, on-line learning, conference video production, local church video consultation, etc).
- Expand efforts to resource local churches in all aspects of communication (print, media relations, Internet, video, etc.) through Web resources, training sessions, workshops, consultations and on-line learning opportunities.
- Develop a network of communications professionals to act as resources and assist local churches in their efforts.
- Strengthen media relations efforts by 1). Enhancing the national Igniting Ministry media campaign through production of radio, television and print public service announcements as needed and 2). Implementing a strategy to assist districts and local churches in developing media relations initiatives that will create greater awareness of the ministries of The United Methodist Church within their communities.
- Implement a strategic plan to educate local church members about giving to the church (i.e. benevolence education, interpretation and promotion).

2002 ACCOMPLISHMENTS:

- Hired a communications staff member to direct Internet and videos services and began 1). Production of video resources for conference agencies and ministries and 2). Providing video consultation services to local churches.
- Developed a new logo for the Florida Conference for use by all Florida Conference churches, ministries and agencies and collateral materials (stationery/business cards) for use by Florida Conference ministries and agencies. (The initiative won an Award of Excellence and Best of Division Award in the Best Promotional Materials category in the United Methodist Association of Communicators 2002 annual awards program.)
- Created the design of a new Florida Conference Web site to be implemented in 2003.
- Provided communication, publicity and video support that helped launch the Florida Conference’s Conference Table initiative and garner greater than expected attendance at the first gathering.
- Produced 24 issues of “The Florida United Methodist Review.”

2004 INITIATIVES: Florida United Methodist Communications initiatives may include (but are not limited to) the following:

STRENGTHENING COMMUNICATION TO CONFERENCE CHURCHES/

MEMBERS: Produce “The Florida United Methodist Review” and “e-Review,” the multi-language electronic edition of the “Review;” maintain/enhance the conference Web site; develop additional methods of communicating with constituents (church members, clergy, districts) as needed. (46%)

RESOURCING THE LOCAL CHURCH: Coordinate communications-specific training sessions, workshops and consultations for local churches/districts; provide on-line learning opportunities and video consultation services through communications’ Internet and video resources (**NEW**); provide ministry and media resources through the Florida United Methodist Resource Center. (19%)

POSITIONING THE UNITED METHODIST CHURCH IN THE COMMUNITY: Continue coordinating the Florida Conference effort to support the national Igniting Ministry media campaign; distribute releases on conference issues/events as they arise; update crisis and disaster communication plans that foster effective communication between multiple groups (i.e. churches, the public, etc.); assist districts and local churches in implementing their own media relations initiatives to create greater awareness of the ministries of The United Methodist Church within their communities. (3%)

MINISTRY/PROGRAM SUPPORT: Video and audio Web cast equipment and fees (Internet and video services) (**NEW**), “Review” photography, continuing education, travel, supplies. (32%)

ETHNIC LOCAL CHURCH CONCERNS

VISION STATEMENT: The Committee on Ethnic Local Church Concerns (ELCC) envisions a church that is pluralistic and inclusive in character and witness through faithful obedience to Jesus Christ.

MISSION STATEMENT: The Committee on Ethnic Local Church Concerns (ELCC) promotes the transforming of ethnic congregations as missionary and evangelizing churches. The growing presence of ethnic p[populations in the Florida Conference demands a response for making disciples for Jesus Christ.

GOALS: The long-term goal of the ELCC is to nurture racial and cultural diversity in the Florida Annual Conference by strengthening the congregations and ministries of ethnic local churches and missions. The risk is for these churches to lose their identity, and for the larger church to lose the richness of cultural and spiritual diversity as these churches enter the larger church. The purpose of the ELCC is to promote diversity without losing Christian unity in worship, celebration, and song, and thereby become good stewards of our human potential and creativity.

The medium-term goal to the year 2007, is to be intentional in encouraging the larger church to become culturally inclusive, embracing diversity in worship, leadership style, evangelization, and administration in the local church. The short-term goal is that by working as an arm of congregational transformation movement, train and equip local church laypersons and clergy to provide ministry to children, youth, and adults in their communities.

STRATEGY FOR CONGREGATIONAL TRANSFORMATION: For the past six years, the ELCC has engaged in an enabling ministry by providing 50% of ministry needs in the form of grants and scholarships to local congregations. These include camp scholarships, training for laity and clergy, and occasional programming and infrastructure needs in individual churches. However, this strategy is limited because there has been no overall plan for impacting all ethnic congregations. It has not been effective in responding with support to an increasing number of new missions. New ethnic missions are impacting the overall growth of the Annual Conference in numbers and disciples.

The addition of the Hispanic Coordinator in 2002 reflected the seriousness of the Annual Conferences to address the challenge of ethnic growth and diversity. However, other ethnic congregations are increasing. Other cultures and languages gather weekly for ministry, winning souls and bodies for Jesus Christ. These include: African-Americans, Brazilians, Filipinos, Haitians, Koreans, Seminoles, Vietnamese, and most recently, Russians and Eastern Europeans.

ORGANIZATION: Events are moving ahead of the Conference's ability to provide an adequate response. Congregations and missions will organize and thrive despite the structure of the Annual Conference. The structure for the re-organized ELCC has yet to be defined. Its members are yet to be nominated and elected. It is recommended that the ELCC be related with the Office of Congregational Transformation. The ELCC can serve as the advocate for ethnic majority churches participating in congregational transformation. These churches will offer to the entire Conference unique and winsome ways for renewal, through expressions of worship, disciple making, and community outreach. The ELCC membership that emerges should reflect all the ethnic populations represented in local churches as well as constituents yet to be reached.

Estimated percentages of the budget: Administrative – 10%; Program – 90%

SPIRITUAL LEADERS

VISION STATEMENT: One of the primary tasks of the Annual Conference is to provide leaders, clergy and lay, for the local congregations. Spiritual leaders are needed to make disciples.

MISSION STATEMENT: We will develop learning experiences that will provide a network for spiritual and knowledge learning and equipping. These experiences will offer ongoing, transforming growth opportunities through seminars, retreats, and a reading bibliography.

SHORT-TERM GOALS of this learning opportunity would include a listing of all conference programs, district programs, leadership groups offering workshops and seminars within our conference as well as local church programming. This listing would be maintained on our Website. An email and mailing list would be compiled to keep participants updated. Offer grants to local church, cluster and district groups providing a Spiritual Formation or Leader Development event. Medium term goals: Work with all groups within the conference providing leader development opportunities so that there is a coordinated and systematic offering to local congregations.

In 2002 Spiritual Formation and Leader Development Ministries offered many learning opportunities including a 5 Day Academy for Spiritual Formation, a workshops featuring Bill Easum, Tom Bandy, and others throughout the conference and co-sponsored several other events hosted by local congregations and districts. Grants were given to churches for spiritual formation and leader development events totally \$6800. Spiritual Formation and Leader Development Ministries have been redesigned without full time Conference Staff persons.

In 2002 a Spiritual Formation Team was formed to initiate spiritual renewal and learning opportunities and to develop ways to equip local congregations in the important work of spiritual formation. Leader Development has co-sponsored several learning opportunities, has begun to build a network of resources that can be used by the local congregations.

LOCAL CHURCH GRANTS: Grants will be made to local congregation who design an event in either Spiritual Formation or Leader Development and need financial help to bring in quality leadership.

CONFERENCE/DISTRICT/CLUSTER EVENTS: Grants will be given to groups planning an event that reaches groups of person from many congregations in either Spiritual Formation or Leader Development and need financial help to bring in quality leadership.

NEW INITIATIVES: Financial help will be provided for groups reaching out into new areas of either Spiritual Formation or Leader Development and need financial help to bring the event or project to a group of persons.

RESOURCES: Funds will be used to build a network of resources which will consist of quality video resources, lists of human resources, the beginning of a Learning System that will incorporate much of what is already happening into a data base accessible by persons throughout the conference on the web site.

Approximate % of breakdown of budget: Local Church Grants- 26%; Event Support - 24%; New Initiatives – 31%; Resources – 13%; Administrative Support – 6 %.

CCOM PROPOSED SUMMARY BUDGET

(This budget is presented for informational purposes only. For final budget approved by the
2003 Florida Annual Conference, please see report of the Council on Finance and Administration.)

	2002 <u>Approved</u>	2002 <u>Available*</u>	2003 <u>Budget</u>	2004 <u>Proposed</u>	****2004 <u>Adjusted</u>
Ministry Budget					
Camp Ministry Team	223,564	223,564	226,400	226,400	126,400
Camp Scholarships	0	0	0	0	50,000
Church and Society Ministry Team	53,462	32,077	44,390 **	44,000	34,000
Discipleship Ministry	31,599	18,959	32,000	32,000	29,000
Health and Wholeness	15,207	9,124	16,400	20,600	15,200
Hispanic Ministry	123,434	74,060	63,000	82,500	74,250
Mission Ministry	253,277	230,357	253,090	256,690	235,690
Young Adult Ministry	9,875	5,925	10,000	10,000	0
Youth Ministry	26,168	15,677	26,500	26,500	26,500
Camp Facilities Comm.	118,497	71,098	100,000	100,000	80,000
Communications Comm.	128,371	77,023	130,000	146,725	98,725
Ethnic Local Church Concerns	29,624	17,774	30,000	30,000	30,000
Spiritual Leaders, Learning Opps	<u>44,683</u>	<u>26,810</u>	<u>45,250</u>	<u>44,700</u>	<u>44,700</u>
Total Ministry Budget	1,057,761	802,448	977,030	1,020,115	844,465
Administrative Budget					
CCOM Administrative Expenses	48,386	29,031	49,000	53,500	53,500
Staff Compensation/Benefits	<u>794,915</u>	<u>794,915</u>	<u>808,000</u>	<u>870,000</u>	<u>866,500</u>
Total Administrative Budget	843,301	823,946	857,000	923,500	920,000
Int. on Leesburg Sewage Plant	39,499	23,699	40,000	0	***
Disaster Preparedness and Relief	49,374	29,624	50,000	52,000	50,000
Contingency Reserve	59,569	35,741	60,000	72,000	72,000
Emerging New Ministries	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>50,000</u>
Sub-Total	148,442	89,064	150,000	124,000	172,000
GRAND TOTAL CCOM	2,049,504	1,715,458	1,984,030	2,067,615	1,936,465

*Actual Amount Available to spend. Program Items are funded at 60% and some administrative items are funded at 100%. (Examples of 100% items -- salaries, pension, health ins.)

**Florida Council of Churches funding moved from Church and Society budget to a separate line item in the budget in 2003.

***Moved to Conference Trustees Budget in 2004.

****Adjusted at the March 1, 2003 CCOM Meeting.

REPORTS AND RESOLUTIONS OF THE CONFERENCE COUNCIL ON MINISTRIES

NOTE: Reports and Resolutions printed here are as approved by the annual conference. For a copy of the original report or resolution, please refer to the Annual Conference Workbook.

CHILD AND YOUTH PROTECTION POLICY FLORIDA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH

WHEREAS, the Florida Annual Conference is committed to the well-being of each soul entrusted to it through its organization, and individual congregations for guidance toward an enriched life on earth and preparation for life everlasting in the Kingdom of God; and

WHEREAS, these churches and structures, in pursuit of their God-given and Christ-inspired ministries, are often entrusted with children and youth by their families; and

WHEREAS, Jesus' call to all who believe stated in part that "*whoever welcomes (a) child... welcomes me*" (Matthew 18:5) thus acknowledging the importance of Children in God's scheme; and

WHEREAS, Jesus also warned that "*If any of you put a stumbling block before one of these little ones...it would be better for you if a great millstone were fastened around your neck and you were drowned in the depth of the sea*" (Matthew 18:6) thus specifying the seriousness of safety of children and youth in God's scheme; and

WHEREAS, the Florida Annual Conference acknowledges the devastating reality and "stumbling block" nature of Child Abuse; and

WHEREAS, the resolution Reducing the Risk of Child Sexual Abuse in the Church was adopted in 1996 by the General Conference of The United Methodist Church, thus becoming an impetus of all Annual Conferences and Churches to have child abuse prevention policies in place;

THEREFORE BE IT RESOLVED: that the Florida Annual Conference adopt the following as its Child and Youth Protection Policy.

- I. Any Conference and/or District agency and/or local congregation/ mission/pastoral charge in the Florida Annual Conference, which relates to children and youth in its programming or oversight, shall create a Child Protection Policy with accompanying Procedures for carrying out the policy, to be in place by the 2004 Florida Annual Conference session. Enacted policies and procedures shall address at a minimum:
 - A. Appropriate safety measures in the selection, recruitment, and supervision of workers with children and youth;

- B. Educating said workers of the policy and procedures, along with ongoing monitoring so that compliance is maintained;
 - C. Reporting incidents of Child Abuse in accordance with the State Laws of Florida;
 - D. Dealing with the safety of those who may have been victimized;
 - E. Active communication with family members;
 - F. Administrative Teams who give oversight to these ministries shall be responsible for implementing and monitoring the compliance of said policies and related procedures.
- II. Beginning in 2003, the Cabinet shall create forms to monitor progress toward full compliance with Reducing the Risk of Child Sexual Abuse in the Church as part of the Charge Conference forms.
- A. These forms shall include questions relating to the presence of a policy, date it was approved, and ongoing monitored compliance of the policy and procedures; and when a Policy is not currently in place, the anticipated completion date shall be attained.
 - B. Each District Superintendent shall be an advocate within said District to promote strategies for helping charges to become compliant with this policy.
 - C. The Children's Task Force of the Discipleship Ministry Team shall have a packet of information and resources available for every local congregation.
- III. New charges constituted after Annual Conference 2004 will have one calendar year from the date of constitution to comply with this policy.

Passed Unanimously by CCOM - March 1, 2003

Coordinated through the Risk Management Committee - April 25, 2003

RESOLUTION IN SUPPORT OF THE NATIONAL PLAN FOR HISPANIC MINISTRY

WHEREAS, the Hispanic-American population increased by 60 percent to a total of 37 million during the decade of 1990 to 2000, is now 12.5 percent of the total population of the United States, and is projected to increase to 43.7 million by 2020; and

WHEREAS, 57 percent of Hispanic persons over age 25 have completed high school compared to 88.4 percent of non-Hispanics; and

WHEREAS, the poverty level for Hispanics is 22.8 percent compared to 7.7 percent for non-Hispanics, and 40 percent of Hispanic children live under the poverty level; and

WHEREAS, God and our Wesleyan heritage call us as the church of Jesus Christ to be in ministry with people of all races, nationalities, ethnic groups and social classes, especially among the poor and marginalized persons in our communities; and

WHEREAS, many United Methodist annual conferences are working toward fulfillment of the National Plan for Hispanic Ministry's goals, including the development of faith communities and community ministries, the training of lay missionaries, and the establishment or revitalization of congregations, and continue to need support and mentoring; and

WHEREAS, 32 annual conferences have received grants for the implementation of the Plan to date and many more are in the application process; and

WHEREAS, 32 National Plan missionaries are currently assigned to a variety of ministries and there are many more requests; and

WHEREAS, 30 annual conferences have established positions for directors and coordinators of Hispanic ministry and there are many others that would benefit; and

WHEREAS, some annual conferences are beginning to resource non-Hispanic congregations reaching out to Hispanic communities; and

WHEREAS, the National Plan provides strategic direction for local congregations in ministry with Hispanics:

- reaching out in justice ministry
- evangelization, church development and congregational renewal
- leadership development, both lay and clergy

WHEREAS, the state of Florida has the fastest growing Hispanic population in the United States and one of the most culturally-diverse Hispanic constituencies; and

WHEREAS, the Florida Conference has experienced a 90 percent growth in its ministry to and with Hispanic people since its adoption of the National Plan for Hispanic Ministry; and

WHEREAS, the National Plan for Hispanic Ministry has given \$60,000 to support the development of ministries with Hispanics in Florida

Therefore, let it be resolved that at the Florida Annual Conference Event, May 27-31, 2003, the Florida Annual Conference affirms the continuation of the National Plan for Hispanic Ministry for the 2005-2008 quadrennium; and

Furthermore, let it be resolved that the Florida Annual Conference requests the 2004 General Conference to approve the continuation of the Plan and provide sufficient funds to fulfill its goals.

Passed Unanimously
CCOM Meeting, March 1, 2003

CUBA/FLORIDA COVENANT TASK FORCE ANNUAL REPORT – May, 2002 - May 2003

“Affirming our common bond in Jesus Christ and our historical Wesleyan ties, we, the members of the Methodist Church in Cuba and the Florida Annual Conference of the United Methodist Church, propose a covenant in Christ with one another.” *Preamble to the Cuba/Florida Covenant*

BRIEF HISTORY

Cuban Methodism started in Cuba, at the end of the 1800s, when the Florida Conference of the Methodist Church South commissioned two Cuban Methodist pastors in Key West to return to Cuba and open a mission in Havana.

In the early 1900s, Florida missionaries began to expand the work of Revs. Enrique Someillan and Aurelio Silveira, by starting churches and missions in Cuba. It became evident that the destiny of Cuba Methodism was linked to the destiny of Florida Methodism.

Methodism in Cuba came under the Florida Annual Conference umbrella. Florida Bishops Moore, Short, Branscomb, and Henley provided supportive leadership. Rev. Angel Fuster (elected post-humously as the first Cuban bishop), was the first presiding Bishop on an autonomous Cuban Conference. Armando Rodriguez provided leadership and growth in the Cuba Methodist Church until through the late 80's.

By the end of 1961, all Florida missionaries and Cuban pastors left the Island. Ninety-five percent of the ordained Cuban clergy found sanctuary in the U.S., mostly in Florida.

In 1994 Bishop Hughes met with Cuban church leaders and became interested in reviving the relationship between the Cuba and the Florida Methodist churches. In 1996 a Task Force convened to draft a Cuba-Florida Covenant with the support of Bishop Cornelius Henderson. In 1997, this document was ratified at both Conferences (Cuba and Florida) by Bishop Henderson and then Cuba Bishop Gustavo Cruz. Rev. Ricardo Pereira was elected Bishop in 1999. Since then, Florida districts have entered in partnership with Cuba districts. Florida churches have become sister churches with churches in Cuba.

Bishop Timothy Whitaker's first trip abroad, after his election, was to attend the Cuba Annual Conference in June, 2001 and he revisited Cuba again this year.

Bishop Pereira's visionary leadership is causing a phenomenal growth. People-to-people relationships are strengthening with Caravan trips to sister churches and pastors and lay persons coming to Florida churches. The membership in the Cuban conference has doubled since 1996. Bishop Pereira credits this growth to the empowering of the laity and personal discipleship. House churches, numbering over 500 across the island, in addition to the 125 "station churches."

The Florida Conference Cuba/Florida Task Force met twice during this period in September 2002 and April 2003 at the Leesburg Life Enrichment Center for two-day meetings.

Out of the 14 Florida districts, thirteen were represented at these meetings, with Rev. Jacquie Leveron as Chairperson.

The Covenant Caravan Guidelines are now on the website www.flumc.org under Mission Ministries/Cuba-Florida Covenant. Revisions and changes are now updated on this website as they occur.

At the June '02 Cuba Methodist Church Annual Conference there were 176 Methodists churches with over 500 missions/house churches. ***There are more than 144 sister churches relationship between Florida and Cuba churches.***

Bishop Pereira was re-elected at the Cuba Methodist Church IX General Conference on March 19 '03 for another 4 years. His vision continues to be: Discipleship, Spiritual Formation, Worship and Service. New churches and missions have been emerging since June '02. A great number of churches will be added and reported at the June '03 Annual Cuba Conference as part of the very vital evangelization efforts of the Cuba church. Florida Covenant District Coordinators have continued to encourage the partnerships with sister churches in Cuba.

The Central district was divided in two: Central/Cienfuegos & Villa Clara/Sancti Spiritus. Tallahassee and Gainesville districts are still the sister districts of these districts.

Many Cuban pastors and lay members were invited by their sister churches and visited Florida. The majority of Florida districts sent representatives to their sister districts in the months of February and March '03 to the District Conferences in Cuba. This two-way interchange cemented many sister relationships. Many went from Florida to the Camp Canaan's dedication in Cuba, and visited their sister churches while they were there.

A generic short video presentation is being produced with audio-visual expertise from the Florida Conference to help in carrying the Covenant message and encourage more Florida churches to establish Covenant relationships with Cuba churches.

DISTRICT ACTIVITIES

Sister church relationships continue to grow with exchange of letters, photos, and prayers between Cuba and Florida churches. Trips by Cubans visiting Florida churches (and Floridians visiting Cuba) are at the heart of the success of the Covenant relationship. The following are some interesting activities that have occurred this year:

Broward Palm Beach/Pinar del Rio – sent 4 caravans to sister churches (including District Conference). They received the visit of 2 pastors from Cuba. They are supporting training of 2 pastors in Garrett Institute.

Miami/Fort Myers - Holguin Norte- Rev. Rini Hernandez is reviving the Miami district Covenant with new sister relationships between their districts. Plans are being made for 3 caravans a year to visit sister churches, and an invitation to a group of 3 lay leaders to visit Miami in the next year.

Jacksonville/Deland - Havana/Isle of Youth- Jacksonville team of 4 went to District Conference 2003. One pastor visited his sister church while returning from Garrett.

St Petersburg/ Matanzas – Two caravans went to sister churches (includes Dist Conference).

Tallahassee/Gainesville-Central/Cienfuegos (Villa Clara/Sancti Spiritus) - Four Cuban pastors visited their sister churches, and one participated in the church's Jubilee Celebration. Four caravans (Sept/Nov/April) went to sister churches (including representatives to both District Conferences).

Orlando-Melbourne/Holguin Tunas – Three caravans went to sister churches (none to D. Conference). Support (FSC) given to Ivelisse de la Fe-Cuban music student attending college.

Tampa-Leesburg/Sierra Maestra-Santiago-Guantánamo - Pastors from Niquero, Guantánamo, and Santiago "Wesley" visited sister churches in Tampa. S. Maestra District Superintendent and lay leader visited the Tampa & Leesburg districts. Their sister church, Temple Ter. & First Plant City UMCs sponsored their visit. A 7-member team went to both district in the Fall '02 (5 to Jamaica Church and 2 to Belic Church) with great success. In April, a 5-member team traveled to sister churches, Niquero and Manzanillo. The team had scheduled meetings with the Church Coordinators of the sister churches of both districts, held at Santiago and Manzanillo, respectively.

Respectfully Submitted,
Renee Masvidal Kincaid,
Secretary, Cuba/Florida Covenant Task Force

FLORIDA CONFERENCE DISASTER RESPONSE MINISTRIES

Disaster Response offers the opportunity to make God's love tangible through the supplies given, the care offered, and the fellowship created by those reaching out to victims of disaster.

Year 2002 kindly weathered a light-duty year in the way of natural disasters. Disaster Response utilizes this opportunity to shift action from storm front response to awareness and readiness. All through the year activities such as training updates, church and group presentations, relief kit collections, awareness efforts, supply depot work days, ecumenical relation efforts, and promotional programs keep the conference buzzing in preparation for disaster modes. These everyday efforts are vital, ensuring response preparedness for the inevitable disaster.

However, the absence of major disasters does not make smaller disasters disappear. Small-scale relief efforts continued throughout the year activating local churches and volunteers. Responding and reaching out to affected individuals hold the same human impact regardless of the disaster's magnitude. Some folks in Ridge Manor, who endured major flooding last year, experienced less devastating flooding this year. Again, the local church was there giving away bleach to help disinfect water wells. In another area, a local church geared up to make and deliver hot meals to rescue teams searching for a drowned boy.

Yet again, a church donated the use of its van and volunteers loaded and delivered flood buckets to help victims clean up after a large apartment complex fire. Faithful responses like these affirm the church's everyday witness to the love of God.

Every district in the conference has a district disaster response coordinator volunteer. This person serves the particular district and assists the conference disaster response coordinator during the year but especially in times of disaster response. The district coordinator is a local, constant contact person between the conference disaster coordinator, district superintendent, church pastors, and local officials. This person works closely with and under the guidance of the conference disaster coordinator to facilitate an organized effort.

Many church groups hold informative sessions to learn about the disaster response program and what they can do year 'round. Groups such as mission work areas, Sunday School classes, United Methodist Women and Men units, and youth groups stay involved with readiness efforts such as collecting support offerings, flood bucket supplies, health and school kits. These supplies diligently collected throughout the year among the districts form the supply stock available when disaster strikes. Some churches host mission fairs where the disaster response program can display and raise awareness about this important conference outreach. Other churches combine their efforts to initiate a cooperative fellowship while working together to collect disaster response relief supplies. Hands-on activity initiated by supply collections fosters far-reaching commitment as folks enjoy the fellowship and mission outreach together.

Volunteer groups visit the Supply Depot in High Springs throughout the year to help assemble and package flood buckets and relief kits. These volunteer efforts are crucial to ensure that disaster response has supplies ready and waiting to ship out at a moment's notice to disaster sites. These hard-working youth and adults are the persons "behind-the-scenes" responsible for the buckets and kits that arrive at a disaster site bringing God's love in tangible form to disaster victims. Others may volunteer to drive the disaster truck or their church vans filled with supplies to stricken areas.

Other individuals and groups link with Florida Conference Disaster Response through community and civic organizations. Relationships with these groups help to foster a cooperative and organized community response when disaster hits. One proven assembly is V.O.A.D. (Voluntary Organization Active in Disaster). This year, the Melbourne District Coordinator chaired the county VOAD and spearheaded efforts to host a community disaster showcase at Melbourne Auditorium. Hosting quite an array of speakers ranging from representatives from NOAA, a representative from the Governor's office to address Homeland security, and other county officials to address various areas of interest, as well as bringing together the various disaster relief organizations to demonstrate county preparedness, this event was a great success.

The Supply Depot in High Springs readily received the many flood bucket items that flowed in from the conference-wide flood bucket drive this year. Churches all over

participated in this urgent plea. Collections ranging from a few items to several complete buckets arrived over several months as groups rallied together to meet the need while others sent offerings to purchase supplies. Together, the response provided close to 100 buckets. Flood buckets are a constantly needed item. Disaster Response is working with churches to establish annual disaster supply drives and on-going collections to keep the Supply Depot well stocked and ready to ship. This year the depot also tallied 300 school kits, 150 school kit bags, and 500 health kits for disaster response.

The communications network is building as more individuals offer their time and expertise in the amateur radio field. More and more individuals are earning their amateur radio operator's license. Disaster Communications continues to network the conference by linking telephone, cell phone, digital data, satellite and radio communications towards the goal of having more than one method of communication should standard modes be down.

Disaster Response now has a working relationship with One Way Ministries, a non-profit organization that has recently acquired advance special status. Equipment used in disaster response (generators, chain saws, tools) that is donated to One Way Ministries is generously made available for use by the disaster response program. This will give Disaster Response access to equipment it would not normally have.

For more information, contact Bill or Lisa Rhan, Conference Disaster Response Coordinators at (386) 454-7775 or David Harris, QRT Chair at (321) 267-6202.

Respectfully submitted by the Quick Response Team of the Florida Annual Conference

THE HAITIAN COMMITTEE ON MINISTRY

Bishop and Cabinet Members, Brothers and Sisters in Christ, Greetings. May the peace of God which transcends all understanding guard your hearts and your minds in Christ Jesus!

The mission of the Florida Conference Committee on Haitian Ministry is to make disciples of all people, particularly, Haitian men, women, and children living within the boundaries of the Florida Annual Conference. To fulfill this mission, the committee shall constantly strive to:

1. Assess the needs for establishing new Haitian faith communities in the Florida Conference.
2. Establish "BOUKANS" and develop Haitian Missions.
3. Encourage the establishment of self-supporting Haitian Churches
4. Serve as a facilitator to train ministers to function as leaders in the Boukans, in the missions, and in the local churches.

We do thank God for His manifold blessings upon us over the past year. As the philosopher of old states "While memory remains gratitude will continue."

That year the three fourths of the book of Discipline were translated into French. That master piece was due to the hard work of the following persons: Jacques E Pierre, the

former Vice Chair of the Committee, Montreuil F. Milord, and Joanem Floreal. It is a great asset to the Haitian Committee to carry on the work more effectively in accordance to the principles of the United Methodist Church. Eventually, be a helpful instrument in any French speaking country where the United Methodist Church is established.

We are very thrilled to report that the Haitian United Methodist Work is expanding through Evangelistic efforts. We have two new congregations in the Miami District and a “Boukan” in Leisure City. One of them, “Shalom Community Church”, under the leadership of Past. Joanem Floreal, presently has an attendance of 170 persons. That work began on September 2002. we do praise the name of the Lord for his mighty spirit. The other one, Christ’s Community, is a diverse United Methodist Congregation. It started under the leadership of the Rev. Jacques E. Pierre. The kick off for Christ’s Community took place on January 12, 2003 with 167 persons in attendance.

Recently, for the first time in the history of the Haitian Ministry in the Florida Annual Conference, a Haitian United Methodist Mission has become a chartered Church for which we praise the almighty God and congratulate the Pastor, Rev. Joanes Martin, for his effort and vision.

We have developed a strong covenant relationship with the Methodist Church of Haiti, which Bishop Timothy Whitaker welcomes warmly. This relationship makes us involved in various ministries in Haiti. On April 2002, we were in Haiti for a training seminar on the program called “INSTITUTE OF PREACHING.” The Haitian brothers and sisters were really appreciative of the initiative and wished that wonderful event will continue each year.

Finally, we want to express our thanks to our Bishop, the Rev. Timothy Whitaker, for his strong leadership and his vision of inclusiveness throughout the Florida Conference. We extend our gratitude to the cabinet members for their strong support and prayers, and to all Haitian colleagues for their fruitful work and sincere collaboration which contribute to the expansion of the Haitian Ministry in the Florida Conference.

God bless you all!

The Rev. Montreuil F. Milord, Chair

FLORIDA CONFERENCE HISPANIC MINISTRY

The Hispanic Ministry Comprehensive Plan continues to bear fruit that strengthens our beloved Church.

The Congregational Mobilization process continues to fortify our communities of faith. A total of 7 consultants (coaches) and 7 pastors selected by our Bishop and Cabinet are currently involved. Last May we hold a retreat for pastors, consultants, and lay leaders of each church that is taking part in this process. The churches involved are the following: First UMC Kissimmee Hispanic Mission; Genesis Hispanic Mission, Casselberry; Good Shepherd, Lake Placid; Faith UMC, Tampa; Marion Oaks, Ocala; Brazilian Mission, Kissimmee; and Wesley Hispanic, Miami. The consultants are: Dr. William Jones, Rev.

Catalina Borbon, Rev. Jose Carrion, Rev. Maria Milagros Rivera, Jose Quinones, Leticia Zulon, Rev. Cruz Edwin Santos.

During this year Rev. Edwin Santos was appointed as Director for the Office of Hispanic Ministry. His vision and gifts have brought a renewed and stronger commitment to the Hispanic congregations. The office is currently focused on the integration of the Hispanic people into the work of the Florida United Methodist Conference. We also have an Administrative Assistant for the office, currently working at the Conference building.

Our Hispanic Assembly was celebrated in September at Good Shepherd, Lake Placid. In February we had an extraordinary Assembly to elect 3 clergy and 3 lay delegates to the 2004 General Conference in Pittsburgh, PA. Also, the Hispanic Assembly voted to approve a Resolution to support the National Plan for Hispanic Ministry.

We celebrate the activities of Hispanic youth across the conference. The retreat and training with the Marcos Witt Ministry resulted in a special journey for our youth.

Our Family Camp had its highest attendance ever thanks in part to a large group of youth and children that participated. The Hispanic Ministry Team is considering beginning celebrating a Youth and Children Camp in the near future.

During the past year the Hispanic Institute offered 6 training modules of the National Plan for Hispanic Ministry. These modules are for the lay missionaries and pastors/mentors and the training was available to the entire conference.

We taught Module III: Organization and Mission of the UMC; Module III: Liturgy and Sacraments; Module III: Doctrine and Theology of the UMC; Training for Facilitators and Consultants; two trainings for the participants of the Congregational Mobilization process.

We want to express our gratitude to the members of the Cabinet that have dedicated time to appoint their District Hispanic Coordinators, which are: Rafael Ortega, Broward Palm Beach; Luis Moran, Jacksonville; Gary Garay, Lakeland; Eduardo Cortez, Leesburg; Leticia Zulon, Miami; Jose Carrion, Orlando; Ramiro Exposito, St. Petersburg; Marcial Carranza, Sarasota; Loida Divine, Tallahassee; Diogenes Hernandez, Tampa.

We celebrate the beginning of 20 new Hispanic Communities of Faith in the conference: University Carrillon, OR; First UMC Immokalee, FM; Golden Gate Hispanic, FM; Belle Glade FUMC, BP; First Port. St. Lucie, ME; Estero UMC, FM; Palmetto UMC, SR; Sun City, SR; Arcadia, SR; New Horizon, BP; Davenport, LA; Village UMC, BP; Faith UMC, OR; Skycrest UMC, SP; La Trinidad, MI; First UMC Deltona, DE; Plant City, TM; Brazilian Mission, OR; two communities of faith in Tallahassee.

The north area (which includes central and north Florida) has continued their Advent and Lenten retreats with the help and participation of all the area's Hispanic congregations. The south area just joined these retreats on last March. Rev. Diogenes Hernandez (from

the north area) has been doing an excellent work in coordinating the events for the last years. Dr. Miguel Velez is coordinating the retreats for the south area. These retreats are made possible with the help of the Office of Hispanic Ministries.

The Hispanic community is working towards the connectional church. We have a representative to the Hispanic Ministry at the Conference Table: Leticia Zulon.

We pray that the Lord will continue to guide us as we seek to fully integrate the Hispanic congregations and ministries within the Florida Conference.

FLORIDA OUTREACH MINISTRIES

Your ten outreach ministries have served thousands of meals; provided hundreds of thousands of emergency food bags; offered quality child care to families with low incomes, computer classes for children and adults in low income communities, after school programs, summer camps; and housed the homeless, while offering a variety of services--all in partnership with you, the local church. The most important activity that we do each day is share God's love in tangible ways offering hope, grace, and care.

- We are excited to include the Outreach and Revitalization Ministry of the Orlando District as our newest ministry.
- Jacksonville District went through a major study and has restructured that ministry so new exciting activities will be happening.
- Miami is into their second year with a new director and many positive things are happening with their new structure.
- Wesley House in the Keys has become the largest provider of child care services in that area, offers in-home child abuse prevention services and is becoming the provider of adoption and foster parent services under the state's privatization plans.
- Halifax Urban Ministries is taking a leadership role in the Daytona Beach area by working collaboratively to open the community's first comprehensive Homeless Assistance Center.
- Indian River Regional Outreach Ministry has expanded to include the entire Melbourne District.
- United Methodist Cooperative Ministries of Madison in the Tallahassee District has begun to work with troubled youth through the Excel School.
- St. Petersburg United Methodist Cooperative Ministries, through your financial support and volunteer service, makes it possible for refugees in our midst to learn English and become productive members of our community, giving back to all of us in very meaningful ways.
- Christians Reaching Out to Society, through the Palm Beach County Hunger Coalition, has taken the lead to see that there is a summer lunch site within walking distance of the 65,000 children that eat free or reduced price lunch during the school year.
- Tampa Urban Ministries is working with local congregations in developing and sustaining programs for disadvantaged youth in churches with bi-

vocational pastors. This summer, with the assistance of neighboring congregations, a bible-based science camp will be held studying light and electricity with the theme, *I Am the Light of the World*.

Each Outreach Ministry serves as an advocate around health and human services needs. We often are the ones who can speak with the clearest voices because so much of our funding comes from the church. Our voice can have authority and is very trusted. The funding the Outreach Ministries receive from the Annual Conference generates millions of dollars of services for those in poverty. Outreach Ministries also serve local churches by giving them tangible opportunities to express their faith in vital ways by serving the poorest of the poor in our communities.

If we as a group can offer help to your congregation, please contact us. If you are not working with an Outreach Ministry in your area, please give them a call. The needs and issues are far bigger than any one church, but together we can make an incredible impact making God's love real.

Respectfully submitted, Rev. Pam Cahoon, Chair
Outreach Committee, Mission Ministry Team

SCOUTING MINISTRY REPORT

The Scouting Ministry of the Florida Conference continues to grow as more Districts are supporting the appointment of District Scouting Coordinators (DSC). For calendar year 2002 there were 7 of 14 changes in the position of DSC. The job requires the dedication of a person to make contact with all the churches in their district, provide training to the local church scouting coordinators, encourage use of the Religious Awards program administered by P.R.A.Y. (Program for Religious Awards to Youth), and recognize outstanding youth and adults with appropriate awards in their district.

The Conference continues to provide an Annual Girl Scout Spiritual Retreat in February with 202 participants and an Annual Boy Scout Retreat in November with 260 participants. Financial support was provided by the districts of DeLand, Orlando, St. Petersburg, Tallahassee, Tampa, Ft Myers, Gainesville, Orlando, St. Petersburg, and Lakeland; individual donations from Bill Walker, Dick Ware, Aloma UMMen; as well as continued support from the Conference UMM of \$3500.

The 2002 reports from 10 of 14 districts provided information that reveals over 421 Boy Scout units, 199 Girl Scout Troops, and four 4-H clubs owned and sponsored by United Methodist Churches in our Conference. Of these units our churches are serving over 25,765 youth and adults in Boy Scout program and over 3897 Girl Scout youth and adults in the Girl Scout program. These numbers will increase significantly when the other 4 districts report their numbers. The Florida Conference can be proud of involvement in the Scouting Ministry area (Boy Scout, Girl Scout, Camp Fire & 4-H). Of significance, was over 220 Religious Awards presented to the youth of the civic youth serving agencies.

The report below summarizes the district input:

Dis- trict	DSC	#Churches /With Units	BS	Units GS	CF	4H	Youth BS	& GS	Adults CF	4H	Rel Awards
DL	Phil Shehi	44/13 (30%)	17	0	0	0	798	0	0	0	0
FM	Gary Doney	39/15 (38%)	21	15	0	2	684	212	0	26	13
GN	K. Hutchison	81/25 (31%)	25	38	0	0	873	545	0	0	9
JA	Paul Bejger	58/30 (52%)	54	21	0	0	5623	1053	0	0	18
LA	Carl Bleiler	48/ unknown									
LE	Loren Liston	54/un- known									
ME	B. Roberson	44/32 (73%)	47	15	0	2	1551	378	0	21	11
MI	P. Engelmann	50/un- known									
OR	Don Martino	44/25 (57%)	46	16	0	0	4670	162	0	0	20
SP	B. Zimmer	45/33 (73%)	51	60	0	0	3129	1070	0	0	51
SA	Jim Tilton	41/20 (49%)	28	2	0	0	1523	26	0	0	2
TL	Vernon Yon	60/14 (23%)	15	17	0	0	733	245	0	0	14
TM	D. Vanderlaan	47/27 (57%)	55	0	0	0	3650	0	0	0	73
Bro- ward	Dick Ware		62	15	0	0	2531	206	0	0	9
Palm Beach	M. Corbett	49/ unknown									
Totals	10 of 14 Dist	798/ 234	421	199	0	4	25765	3897	0	47	220

COUNCIL ON FINANCE AND ADMINISTRATION

NOTE: Reports, recommendations and resolutions printed here are as approved by the annual conference. For a copy of the original report (recommendation, resolution) please refer to the Annual Conference Workbook.

REPORT TO THE 2003 FLORIDA ANNUAL CONFERENCE

The Council on Finance and Administration's (CF&A) planning for 2004 has been the most difficult in recent memory. The financial health of many local churches and of the Conference itself seems more fragile now than in years past. Yet, in our troubled world, the need for mission and ministry seems ever stronger. This is an exciting and difficult time. Our challenge is to be faithful to the gospel through this time of both financial uncertainty and great need for ministry.

The recommendations and proposals for 2004 were developed in February 2003, in an environment of rising unemployment, declining stock prices, fear of terrorism, and declining connectional giving. In planning for 2004, our most recent complete information came from 2002, which had just ended. In 2002 property and casualty insurance rates increased 65% and clergy health insurance rates increased 38%. Generally churches shouldered these dramatic increases well, but giving to apportionments and to other connectional purposes declined. The Conference actually received less money from apportionments in 2002 than it did in 2001 – both in percentage of askings and in actual dollars received. Our total church membership continues to decline and our average worship attendance has increased only modestly. Facing on the one hand a weakening economy, rising fixed costs, and a declining response to connectional askings, and on the other the very real and pressing needs for ministry throughout our conference and for faithful witness in the world, the Council on Finance and Administration has sought to be a faithful and responsible steward, setting appropriate priorities and limits, in hopes of effectively enabling the ministry of the whole church in 2004.

As is our usual process, CF&A asked all committees, agencies, and groups wanting to be included in the 2004 apportionment plans to submit budget requests indicating both the money needed and how its use fit with the overall mission and vision of the Annual Conference. These initial requests for 2004 totaled \$19,557,551 – an increase of \$1,526,016 (8.46%) over 2003 apportionments. The need was great, the initiatives worthy, the witness real, and the ministry vital. But CF&A felt that proposing such a large increase in apportionments would be neither best for churches nor sensitive to God's call. CF&A then went back to all committees, agencies, and groups and asked them to reduce their requests for 2004 to the very minimum needed. Many groups responded with smaller funding requests. Nonetheless, these revised requests still represented an increase of 5.12% or \$923,631 over 2003 apportionments. CF&A worried that even this increase was too large.

Now CF&A faced some truly difficult choices. We can not change our connectional askings from the General Church, since they are fixed by General Conference, and we can only make very small adjustments in the clergy support area of our budget, because these expenses are largely fixed by decisions made in prior years. Together, the General Church askings and our clergy support area comprise about two-thirds of our total budget. The bulk of reductions, therefore, must be made in the one-third of our budget that includes conference benevolences, new church starts, and conference service and administration. The recommendations and budget proposal before you show many of our program areas in conference benevolences receiving the same or less funding in 2004 as in 2003. Our funding for starting new churches has not been increased, even though the need to start new churches is growing. Because of inflation, even areas funded at the same level as 2003 may have less real money to spend.

The recommended 2004 apportionments for our General Church and Annual Conference programs, staffing, administration, clergy benefits, missions, and ministry total \$18,716,940 which is an increase of \$685,405 (3.80%) over 2003. District apportionments, which are approved at district conferences each fall, are not included in this number. District apportionments vary by district, but collectively total \$3.50 to \$3.75 million. Of the total apportionments recommended here, about 36% is for the general and jurisdictional church, 30% is for Florida Conference clergy support expenses, 11% is for Florida Conference service and administration, 4% is for starting new churches in Florida, and 19% is for Florida Conference benevolences, including the Conference Council on Ministries, Higher Education and Campus Ministries, Congregational Transformation, and other benevolences.

This is an exciting time of change and hope for our Annual Conference. In this time, we seek to respond ever more faithfully to God's call. The pressures of diminishing financial resources in the face of increasing needs for ministry and mission have sharpened our focus on the most pressing programs. There is much to be excited about in this recommended budget. CF&A submits this budget, hopeful that it appropriately aligns our needs, capabilities, priorities, and calling. In our finances and in our faith, we are not yet where we need to be, but CF&A believes this budget moves us in the right direction. This budget contains money for many powerful and important endeavors. Putting our apportionments to work in this way, focusing on these priorities, we can accomplish together what no individual congregation could ever hope to do alone.

After much prayer and hard work, the Council on Finance and Administration offers the following recommendations and budget for 2004.

Recommendations for 2004

Recommendation No. 1

It is recommended that the 2004 salary of each district superintendent be set at \$74,200, an increase of 0% (\$0.00) above the 2003 salary of \$74,200, and that retirement and other benefits be paid accordingly.

It is further recommended that each district superintendent be reimbursed for business travel at the IRS allowable business rate (for 2003 this is 36.0 cents per mile) and other business expenses. This includes the cost of travel and travel-related expenses incurred in the district, out of the district, and for cabinet purposes. The estimated amount necessary to cover these reimbursed expenses shall be included in the conference budget. In keeping with the spirit of good stewardship, expenses are to be kept to a minimum.

Recommendation No. 2

It is recommended that the mileage allowance for all persons traveling by automobile for conference meetings be set at IRS allowable business rate (for 2003 this is 36.0 cents per mile) plus tolls. Actual expenses for travel by other means will be reimbursed up to, but not exceeding, the above mileage rate. The per diem for conference meetings shall be an amount equal to the cost charged at the Leesburg Life Enrichment Center (for 2003 this is \$22 for three meals). In clearly unusual, hardship situations, the president of the Council on Finance and Administration (CF&A), in consultation with the conference treasurer, will have authority to adjust these amounts. To qualify for per diem and travel expenses, members of the agencies must be present for the entire meeting, unless excused for emergency reasons by the chairperson.

Persons authorized to represent the conference in an official capacity in meetings beyond conference bounds may be reimbursed for actual expenses. Prior approval for such representation must be submitted to the conference treasurer by the group selecting that representative and must include instructions regarding the fund from which payment is to be made. In keeping with the spirit of good stewardship, expenses are to be kept to a minimum.

Conference groups are encouraged to meet only when necessary business is to be accomplished. To further reduce expenses, conference groups are encouraged to schedule their meetings in conjunction with other conference events that members of the group may also be attending. Appreciation is expressed to those involved in conference business who pay all or part of the expenses they incur in the interest of reducing conference expenses.

Recommendation No. 3

Housing allowances, when provided to employees of conference institutions and groups, should be based on the prevailing rental rate in the area in which the staff member is located. Professional staff occupying conference-owned parsonages will be responsible for stewardship of the parsonages in accordance with the Florida Annual Conference Parsonage Guidelines as published in the 2003 Conference Journal, and/or as amended.

Recommendation No. 4

It is recommended that the Fair Share formula be used to determine the local church apportionment for all Conference and General Church budget areas. The Fair Share formula is based on the following items as reported in the most recent year-end statistical tables compiled by the conference statistician:

Pastor & Associate Compensation
Deacon & Diaconal Compensation
Other Staff Compensation
Current Expenses for Program
Current Operating Expenses

The total amount spent in each local church on these items is divided by the total amount spent on these items for all conference churches. This calculation determines each local church's fair share percentage or "decimal." This decimal is then multiplied by the amount approved for each area in the conference budget to determine the amount each local church is asked to give.

Each district is asked to ensure that the total amount of apportionments for the local churches in that district is given to the conference. The district may decide how the apportionments in that district will be given by its churches to achieve 100 percent of that district's total apportionments.

Any Clergy Support apportionment not given by a church during the year shall be carried forward to the next year and added to that church's apportionment for Clergy Support.

Apportionments should be given in full and on a timely basis. Local churches are encouraged to give 10 percent of each apportionment item per month during the first 10 months of the year.

Recommendation No. 5

It is recommended that any expenditure of funds will be in accordance with the provisions of the Book of Discipline and the Standing Rules of the Florida Annual Conference. No agencies, individuals, or groups will obligate conference funds in excess of the anticipated income for their budget. Amendments to a budget to accommodate pressing needs must be proposed to CF&A for consideration within the context of available funds and other conference priorities. See particularly Standing Rule 403.4.f and 403.4.l.

Recommendation No. 6

It is recommended that all boards, agencies, committees, commissions and groups seeking funding in the 2005 conference budget meet to prepare their budget requests and submit them to the conference treasurer by January 15, 2004, unless an exception is made by the CF&A executive committee. Groups that have designated or other funds available to them will provide that information when submitting their budget requests.

Each group's budget will include an explanation of each line item and justification for the amounts requested. The proposed budget must show the signature of the chairperson or secretary of the group and the date of the group's budget planning meeting. All budget requests shall be consistent with the conference standing rule (403.4.g) pertaining to zero-based budgeting.

Recommendation No. 7

It is recommended that the following Conference-wide fund raising appeals be approved: General Conference Advance Specials, The Florida United Methodist Children's Home Fifth Sunday appeal, the New Church Starts Conference Advance Special, the Congregational Transformation Conference Advance Special, and the Conference Capital Commission's Campaign through the Florida United Methodist Foundation.

Recommendation No. 8

It is recommended that The Council on Finance and Administration be authorized to negotiate favorable rates for and to establish a loan or line of credit (secured or unsecured) not to exceed \$1 million (\$1,000,000). In the event of a financial shortfall this loan or line of credit would be used to manage cash flow needs for operations of the Conference. If used, it must be repaid in full by January 31. Any use of this loan or line of credit shall be reported to the Annual Conference upon its next meeting.

Recommendation No. 9

It is recommended that the Council on Finance and Administration, in consultation with the Bishop and District Superintendents, be empowered to act on financial matters between sessions of the Annual Conference. Such actions shall be reported to the Annual Conference upon its next meeting

Recommendation No. 10

It is recommended that the 2004 Conference budget and apportionments, as amended, as described in the worksheet entitled "2004 Budget Summary as Recommended by Action of CF&A" be adopted.

Respectfully submitted,
Bill Johnson, President
Council on Finance and Administration

Florida Conference 2004 Budget Detail

Presented for information purposes.

	2002 Budget	2003 Budget	2004 Budget	2003-2004 Dollar Change	2003-2004 Percent Change	Portion of 2004 Total Budget
Connectional Church						
World Service Ministerial	3,041,224	3,142,437	3,331,036	188,599	6.00%	17.82%
Education Fund	1,272,163	1,301,721	1,352,705	50,984	3.92%	7.24%
Black College Fund	491,377	510,993	539,468	28,475	5.57%	2.89%
Africa University Fund	109,983	114,373	120,718	6,345	5.55%	0.65%
Episcopal Fund	616,643	709,155	794,721	85,566	12.07%	4.25%
General Admin. Fund	260,732	297,217	317,338	20,121	6.77%	1.70%
Interdenomin. Coop	93,702	101,108	101,404	296	0.29%	0.54%
Jurisdictional Conference	241,224	243,520	248,158	4,638	1.90%	1.33%
Total Conn. Church	6,127,048	6,420,524	6,805,548	385,024	6.00%	36.41%
Conference Council on Ministries						
Camps Ministry	223,564	226,400	126,400	-100,000	-44.17%	0.68%
Camp Scholarships	0	0	50,000	50,000	N/A	0.27%
Church & Society	53,462	44,390	34,000	-10,390	-23.41%	0.18%
Discipleship	31,599	32,000	29,000	-3,000	-9.38%	0.16%
Health & Wholeness	15,207	16,400	15,200	-1,200	-7.32%	0.08%
Hispanic Ministry	123,434	63,000	74,250	11,250	17.86%	0.40%
Missions	253,277	253,090	235,690	-17,400	-6.88%	1.26%
Young Adult Ministry	9,875	10,000	0	-10,000	N/A	0.00%
Youth Ministry	26,168	26,500	26,500	0	0.00%	0.14%
Camp Facilities	118,497	100,000	80,000	-20,000	-20.00%	0.43%
Communications	128,371	130,000	98,725	-31,275	-24.06%	0.53%
Ethnic Local Church (ELCC)	29,624	30,000	30,000	0	0.00%	0.16%
Learning for Spiritual Leaders	44,683	45,250	44,700	-550	-1.22%	0.24%
Disaster Prep & Relief	49,374	50,000	50,000	0	0.00%	0.27%
Emerging Ministries	0	0	50,000	50,000	N/A	0.27%
Leesburg sewage plant loan	39,499	40,000	0	-40,000	N/A	0.00%
CCOM Staff & Admin	843,300	857,000	920,000	63,000	7.35%	4.92%
Contingency	59,569	60,000	72,000	12,000	20.00%	0.39%
Total CCOM	2,049,503	1,984,030	1,936,465	-47,565	-2.40%	10.36%

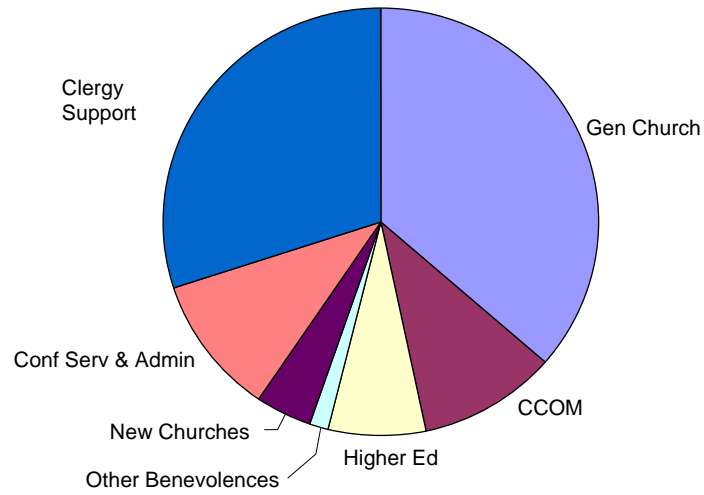
	2002 Budget	2003 Budget	2004 Budget	2003-2004 Dollar Change	2003-2004 Percent Change	Portion of 2004 Total Budget
Higher Ed & Campus Ministry						
Campus Ministries	817,917	774,000	756,000	-18,000	-2.33%	4.04%
Colleges	541,000	500,000	460,000	-40,000	-8.70%	2.46%
Salaries & Admin	199,000	176,000	116,500	-59,500	-51.07%	0.62%
Total HE & CM	1,557,917	1,450,000	1,332,500	-117,500	-8.10%	7.13%
Other Programs						
Operation Evangelization	87,034	0	0	0	N/A	0.00%
Congregational Trans. Status & Role of Women	0	114,000	168,000	54,000	47.37%	0.90%
Religion and Race	3,783	3,783	3,783	0	0.00%	0.02%
Christian Unity & Interrel.	12,005	12,005	12,005	0	0.00%	0.06%
Archives & History	0	13,000	13,000	0	0.00%	0.07%
Board of Lay Min.	10,780	10,780	10,780	0	0.00%	0.06%
Counseling Network	20,654	20,654	20,600	-54	-0.26%	0.11%
	27,759	27,759	27,759	0	0.00%	0.15%
Ttl Other Programs	162,015	201,981	255,927	53,946	26.71%	1.37%
Total Conf Benevolences						
	3,769,435	3,636,011	3,524,892	-111,119	-3.06%	18.86%
CFCD – New Church Starts						
Gainesville Group Min.	14,400	0	0	0	N/A	0.00%
New Church Starts	627,528	775,000	775,000	0	0.00%	4.15%
Ttl New Church Starts	641,928	775,000	775,000	0	0.00%	4.15%
Conf Services and Admin						
Admin. Committees	16,000	17,900	16,900	-1,000	-5.59%	0.09%
Annual Conf Admin	35,300	35,300	19,000	-16,300	-46.18%	0.10%
Annual Conf Session	120,600	122,700	153,000	30,300	24.69%	0.82%
General Services	539,500	540,000	413,000	-127,000	-23.52%	2.21%
Information Technology	0	0	153,000	153,000	N/A	0.82%
Board of Trustees	237,500	287,500	287,500	0	0.00%	1.54%
Capital Replace. Fund	250,000	225,000	200,000	-25,000	-11.11%	1.07%
Conf Capital Com.	0	200,000	163,800	-36,200	-18.10%	0.88%
CF&A	420,000	439,000	459,800	20,800	4.74%	2.46%
Print Shop	40,000	0	0	0	N/A	0.00%
Contingency	90,000	100,000	105,000	5,000	5.00%	0.56%
Total CSA	1,748,900	1,967,400	1,971,000	3,600	0.18%	10.54%

	2002 Budget	2003 Budget	2004 Budget	2003-2004 Dollar Change	2003-2004 Percent Change	Portion of 2004 Total Budget
Clergy Support						
CPP	1,200,000	1,200,000	1,450,000	250,000	20.83%	7.76%
MRPF & BPP	0	0	0	0	N/A	0.00%
Special Grants	50,000	50,000	48,000	-2,000	-4.00%	0.26%
Pensions Support	25,000	25,000	19,000	-6,000	-24.00%	0.10%
Ministerial Retiree Benefits	120,000	0	0	0	N/A	0.00%
Ret Clergy Health Ins Plan	1,250,000	1,400,000	1,442,000	42,000	3.00%	7.71%
Board of Pensions Joint Com on	18,000	12,000	25,000	13,000	108.33%	0.13%
Incapacity	0	0	75,000	75,000	N/A	0.40%
Division of Ministry Office	225,975	231,100	236,500	5,400	2.34%	1.27%
Division of Ministry BOOM	100,500	108,000	135,500	27,500	25.46%	0.72%
Equitable Compensation	451,000	430,000	400,000	-30,000	-6.98%	2.14%
Investigations & Judicial	0	10,000	9,000	-1,000	-10.00%	0.05%
Suspended Clergy	0	20,000	14,000	-6,000	-30.00%	0.07%
Sustentation Fund	20,000	15,000	15,000	0	0.00%	0.08%
Area Administration	184,100	192,000	200,000	8,000	4.17%	1.07%
DS salaries & benefits	1,281,000	1,374,500	1,377,000	2,500	0.18%	7.37%
DS & Cabinet expenses	151,000	165,000	169,500	4,500	2.73%	0.91%
Total Clergy Support	5,076,575	5,232,600	5,615,500	382,900	7.32%	30.04%
Florida Conf Budget	11,236,838	11,611,011	11,886,392	275,381	2.37%	63.59%
Total Conf Budget	17,363,886	18,031,535	18,691,940	660,405	3.66%	100.00%

2004 Budget Summary as Approved by Annual Conference

	2002 Budget	2003 Budget	2004 Budget	2003-2004 Dollar change	2003-2004 Percent Change	Percent of 2004 Budget
World Service	3,041,224	3,142,437	3,331,036	188,599	6.00%	17.82%
Ministerial						
Education Fund	1,272,163	1,301,721	1,352,705	50,984	3.92%	7.24%
Black College Fund	491,377	510,993	539,468	28,475	5.57%	2.89%
Africa University						
Fund	109,983	114,373	120,718	6,345	5.55%	0.65%
Episcopal Fund	616,643	709,155	794,721	85,566	12.07%	4.25%
General						
Administration						
Fund	260,732	297,217	317,338	20,121	6.77%	1.70%
Interdenominational						
Coop	93,702	101,108	101,404	296	0.29%	0.54%
Jurisdictional						
Conference	241,224	243,520	248,158	4,638	1.90%	1.33%
Total Gen and SEJ	6,127,048	6,420,524	6,805,548	385,024	6.00%	36.41%
Conf Council on						
Ministries	2,049,503	1,984,030	1,936,465	(47,565)	-2.40%	10.36%
Higher Ed &						
Campus Min	1,557,917	1,450,000	1,332,500	(117,500)	-8.10%	7.13%
Operation						
Evangelization	87,034	-	-	-	N/A	0.00%
Congregational						
Transform	-	114,000	168,000	54,000	47.37%	0.90%
Status and Role of						
Women	3,783	3,783	3,783	-	0.00%	0.02%
Religion and Race	12,005	12,005	12,005	-	0.00%	0.06%
Christian Unity &						
Interrel.	-	13,000	13,000	-	0.00%	0.07%
Archives and						
History	10,780	10,780	10,780	-	0.00%	0.06%
Board of Lay						
Ministry	20,654	20,654	20,600	(54)	-0.26%	0.11%
Counseling						
Network	27,759	27,759	27,759	-	0.00%	0.15%
Total Conf Benevolences	3,769,435	3,636,011	3,524,892	(111,119)	-3.06%	18.86%
Total New Church Starts	641,928	775,000	775,000	-	0.00%	4.15%
Total Conf Ser & Admin	1,748,900	1,967,400	1,971,000	3,600	0.18%	10.54%
Total Clergy Support	5,076,575	5,232,600	5,615,500	382,900	7.32%	30.04%
Florida Conf Budget	11,236,838	11,611,011	11,886,392	275,381	2.37%	63.59%
Total 2004 Conf Budget	17,363,886	18,031,535	18,691,940	660,405	3.66%	100.00%

Proposed 2004 Apportionment Distribution



The following information is derived from the audited financial statements. A complete copy of the audited financial statements and the independent auditor's unqualified report thereon was published and presented at the 2003 Florida Annual Conference held May 27-31, 2003. Baylis & Company PA, Certified Public Accounts, 53 Lake Morton Drive, Lakeland, FL 33801 performed the independent audit of the Conference's 2002 financial activities. A copy of the full audit report may be obtained by contacting the Office of Financial Services, Florida Annual Conference, The United Methodist Church, P.O. Box 3767, Lakeland, FL 33802.

THE FLORIDA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH

STATEMENT OF FINANCIAL POSITION

	December 31,	
<u>ASSETS</u>	<u>2002</u>	<u>2001</u>
CASH AND CASH INVESTMENTS	\$ 5,708,802	\$ 7,849,945
ACCOUNTS RECEIVABLE	4,162,733	3,750,669
PREPAID EXPENSES	149,300	88,750
NOTES AND MORTGAGE NOTES RECEIVABLE, Note E	4,221,064	3,368,380
INVESTMENTS		
Affiliated organizations, Note B	11,933,502	11,532,276
General Board of Pensions, Note D	36,484,667	39,205,250
Other, Note C	209,117	253,512
PROPERTY AND EQUIPMENT, net, Notes A and F	10,105,099	9,888,283
OTHER ASSETS	<u>123,198</u>	<u>135,289</u>
TOTAL ASSETS	<u>\$73,097,482</u>	<u>\$76,072,354</u>
<u>LIABILITIES AND NET ASSETS</u>		
LIABILITIES		
Accounts payable and accrued expenses	\$ 4,821,298	\$ 5,625,853
Deferred revenue, Note H	9,377	-
Funds held as agent, Notes A and G	120,537	38,498
Notes payable	<u>427,778</u>	<u>-</u>
Total liabilities	<u>5,378,990</u>	<u>5,664,351</u>
NET ASSETS		
Unrestricted, Note A:		
Unrestricted, undesignated	2,240,353	1,911,398
Net investment in property and equipment	9,489,658	9,691,956
Board designated:		
Risk management, Note H	2,790,892	2,150,977
Other board designated	<u>795,357</u>	<u>1,235,041</u>
Total unrestricted	<u>15,316,260</u>	<u>14,989,372</u>
Temporarily restricted, Notes A and J	51,094,775	54,147,894
Permanently restricted, Notes A and K	<u>1,307,457</u>	<u>1,270,737</u>
Total net assets	<u>67,718,492</u>	<u>70,408,003</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$73,097,482</u>	<u>\$76,072,354</u>

THE FLORIDA ANNUAL CONFERENCE OF THE UNITED METHODIST CHURCH
STATEMENT OF ACTIVITIES

YEAR ENDED DECEMBER 31, 2002, WITH COMPARATIVE TOTALS FOR 2001

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>2002 Total</u>	<u>2001 Total</u>
REVENUE					
Contributions:					
Conference benevolences, clergy support and church development	\$ 8,594,268	\$ -	\$ -	\$ 8,594,268	\$ 8,921,819
Conference service and administration	1,502,722	-	-	1,502,722	1,561,351
Other contributions and grants	26,664	129,517	36,720	192,901	117,021
Risk management program	10,987,566	-	-	10,987,566	9,736,861
Clergy and laity benefits programs, Note G	-	7,538,967	-	7,538,967	5,999,068
Interest income on loans	-	306,243	-	306,243	249,902
Net investment return, Notes B, C, and D	239,502	(662,433)	-	(422,931)	2,598,571
Gain (loss) on disposal of assets	(1,079)	2,356	-	1,277	189,893
Fees for services and other income	<u>4,760,528</u>	<u>2,574,227</u>	<u>-</u>	<u>7,334,755</u>	<u>7,262,165</u>
Total revenue	<u>26,110,171</u>	<u>9,888,877</u>	<u>36,720</u>	<u>36,035,768</u>	<u>36,636,651</u>
EXPENSES					
Conference benevolences, clergy support and church development	9,037,015	-	-	9,037,015	8,498,590
Conference service and administration	1,539,458	-	-	1,539,458	1,490,440
Other benevolences and grant expenditures	600,831	439,934	-	1,040,765	1,376,138
Risk management program	10,468,234	-	-	10,468,234	9,524,925
Clergy and laity benefits programs, Note G	-	7,538,967	-	7,538,967	5,999,068
Minister reserve pension benefits	-	1,367,508	-	1,367,508	3,557,557
Insurance disability and death benefits	-	1,414,253	-	1,414,253	1,115,740
Depreciation	491,135	11,585	-	502,720	604,003
Risk management reserve for claims	-	-	-	-	-
Costs of services and other expenses	<u>4,580,915</u>	<u>1,235,444</u>	<u>-</u>	<u>5,816,359</u>	<u>5,505,829</u>
Total expenses	<u>26,717,588</u>	<u>12,007,691</u>	<u>-</u>	<u>38,725,279</u>	<u>37,672,290</u>
INCREASE (DECREASE) IN NET ASSETS	(607,417)	(2,118,814)	36,720	(2,689,511)	(1,035,639)
Transfers	<u>934,305</u>	<u>(934,305)</u>	<u>-</u>	<u>-</u>	<u>-</u>
NET INCREASE (DECREASE) AFTER TRANSFERS	<u>\$ 326,888</u>	<u>\$(3,053,119)</u>	<u>\$36,720</u>	<u>\$(2,689,511)</u>	<u>\$ (1,035,639)</u>

DIVISION OF MINISTRY

BOARD OF ORDAINED MINISTRY

The Board of Ordained Ministry continues to have as its top priority attracting, mentoring, encouraging, and approving for various categories of fulltime Christian service the most deeply committed and appropriately gifted individuals who sense a call from God to fulltime service to the church. Although our number of applicants for various categories of ministry was up slightly this year over last, we continue to see evidence in our Conference of a national trend toward declining numbers of candidates working toward ordination, along with an increasing number of clergy who are retiring from fulltime ministry.

In its November meeting the Board reviewed materials submitted by sixty-three applicants, up from fifty-seven last year. Of those sixty-three, forty-eight were interviewed in our January meeting. Fourteen were recommended for full connection and elders orders, sixteen for probationary membership and commissioning as an elder, two for probationary membership and commissioning as a deacon, one for associate membership, and seven for licensing as a local pastor.

Last year's Annual Conference passed a motion that called for the Board of Ordained Ministry to submit to the 2003 Annual Conference "a report for calling ministerial candidates under the age of thirty-five." Since that time I have visited with the Youth Leadership Team at our summer camp, and have made campus visits to Florida Southern College and Bethune-Cookman College. Jacquie Leveron and Sarah McKinley are coordinating a ministry exploration event for youth and young adults to be held at the Warren W. Willis United Methodist Youth Camp, September 19-20, 2003. I also have sent out a letter to clergy serving fulltime in local churches and in campus ministries, as well as lay leaders and youth workers in local churches, stressing the importance of identifying young people who have gifts for ministry and in whom their pastors and/or other adults sense the potential of a call to ministry. In the local church that I serve I have led a workshop for interested youth on what's involved in pursuing a call to ministry.

While I affirm strongly the interest of the Annual Conference in the issue of attracting younger adults to ordained ministry that the motion reflects, I think it's clear that there is only so much that a Conference Board of Ordained Ministry can do to address this concern. The Board will continue to sponsor ministry exploration opportunities for youth and young adults. It will also continue to find other ways to reach out to youth and young adults to highlight ordained ministry as a viable option for them to consider. At the same time, I feel that I must lift up the following statement that I made in my report for last year that preceded the motion made on the Annual Conference floor:

"It is essential that vital congregations in our Annual Conference – that is, congregations that are taking seriously the call of Christ to the church to make disciples to follow and serve him – take seriously their role in shaping and challenging individuals in ways that

open their hearts to the possibility of God's call to ministry in their lives. We cannot emphasize too strongly the role of Sunday School teachers, youth counselors, active lay people who serve in a variety of ways in the local church, as well as fulltime ordained and lay ministers in identifying folks whom God may be calling to fulltime ministry in the church and then encouraging and nurturing those individuals along the way."

That same statement applies this year. It is very important to remember that a periodic Board of Ordained Ministry sponsored event or other strategies used by the Board to promote consideration of ministry as a vocation for young people is no substitute for the care given by laity and clergy in the local church in identifying and nurturing God's call in the lives of people whom they know and love, people with whom they share a continually deepening relationship with Jesus. I urge all leaders in local churches, laity and clergy, to take seriously this part of their responsibility as leaders in the church.

The following are some of the various programs and tasks that the Board has been working on in addition to its ongoing work of preparing and approving candidates for ministry:

- Carole Rooks has taken on the responsibility of training for various roles in our process across the Conference. She has facilitated training workshops for candidacy mentors, chairpersons and registrars of district committees on ordained ministry, and entire district committees on ordained ministry, raising the bar of this part of our work to a new level.
- Carmen Johns continues to work with a team of individuals on the probationary process, now called the Residency in Ministry Program. Probationary members of the conference, both on the deacon and elder tracks, participate in a three-year process that involves participation in spiritual growth/learning retreats and small group work with a mentor. The fall retreat in 2002 was attending the Leadership Conference at The Church of the Resurrection United Methodist Church in Kansas City.
- Bob Percy has coordinated a committee with representatives from the Board and the Cabinet that has defined an evaluation process for elders in full connection, and that process will begin to be used in the coming year.
- Bob Tindale chairs a group called the Elder Effectiveness Committee, designed to assist elders in full connection who have had a series of short-term appointments or in other ways have demonstrated having difficulties in their ministry settings to assess how they can address issues related to their leadership that have contributed to those difficulties.
- Sylvia Russell is leading a design team that has been working for much of the past year on the dynamics and logistics related to a one-day seminar on sexual ethics that will be offered in several locations around the Conference early in 2004.

- John Hill serves as the Dean of our School of Ministry, an annual continuing education event for all clergy offered at the Life Enrichment Center each October.
- Gary Spencer coordinates a leadership network that has offered workshops on various aspects of ministry at local churches around the Conference that are known for their excellence in a particular area of ministry.

The Florida Conference Board of Ordained Ministry is composed of a diverse group of highly committed deacons and elders in full connection, lay persons, and a local pastor representative who give their time, their energy, and their insights to this process of supporting, evaluating, encouraging, and challenging those who sense a specific call to fulltime ministry to be the best that they can be in service to Jesus Christ and his church. We are assisted and supported in our work by David Dodge, Executive Director of the Division of Ministry; Winnie Dean, David's Administrative Assistant; and Becky Cockroft, Office Assistant, and are grateful to each of these folks for the commitment, dedication, and insights that they bring to our process.

There continue to exist many ways that we can fine tune and improve our process, as well as new directions in which we need to move that will strengthen our role in providing and encouraging leadership for ministry in our church. All of us who serve on the Board of Ordained Ministry welcome your feedback. We also ask for your prayers for wisdom and discernment, that we might serve Jesus Christ through this dimension of our church's ministry with integrity, passion, and faithfulness.

Respectfully submitted,
Bob Bushong, Chairperson

BOARD OF ORDAINED MINISTRY RECOMMENDATIONS

RECOMMENDED FOR ELDER IN FULL CONNECTION

SHARON AUSTIN

Age 48; married; Barry University, Candler; Tampa District; Candidate for Elder.

STEVE BINKLEY

Age 33; married; North Central; Duke; Orlando District; Candidate for Elder.

LISA DEGRENIA

Age 35; married; University of South Florida; Duke; St. Petersburg District; Candidate for Elder.

BRIAN FOWLER

Age 33; married; University of Louisville; Asbury; Jacksonville District; Candidate for Elder.

DAPHNE JOHNSON

Age 39; married; Florida Southern College; Candler; Lakeland District; Candidate for Elder.

DAVID MISENER

Age 36; married; University of South Florida; Asbury; Tampa District; Candidate for Elder.

THOMAS NELSON

Age 47; married; Grove City College; Duke; Miami District; Candidate for Elder.

SAMUEL RAMIREZ

Age 67; married; Indiana University; Candler; Lakeland District; Candidate for Elder.

TROY RAY

Age 44; married; Central Bible College; Asbury; Deland District; Candidate for Elder.

JEREMY REBMAN

Age 28; married; Florida Southern College; Duke; Orlando District; Candidate for Elder.

CHARLES REEB

Age 29; married; Florida Southern College; Candler; Lakeland District; Candidate for Elder.

CURRAN SPOTTSWOOD

Age 58; married; Randolph-Macon; Asbury; Jacksonville District; Candidate for Elder.

DOUGLAS SWAN

Age 51; married; Spring Arbor; Asbury; Tampa District; Candidate for Elder.

THOMAS WILLETTTS

Age 44; married; Scarritt; Vanderbilt; Tampa District; Candidate for Elder.

RECOMMENDED FOR ASSOCIATE MEMBERSHIP

LARRY POTTS

Age 61; married; Florida State University; Course of Study; Tallahassee District; Candidate for Deacon.

RECOMMENDED FOR PROBATIONARY MEMBERSHIP

DEBBIE ALLEN

Age 26; married; University of South Florida; Asbury; Ft. Myers District; Candidate for Commissioned Minister.

JANET CHILCOTE

Age 54; married; University of North Carolina; Asbury; Orlando District; Candidate for Commissioned Minister.

WAYNE COOK

Age 42; married; Valdosta State; Asbury; Orlando District; Candidate for Commissioned Minister.

KEN DAVISON

Age 47; married; University of Central Florida; Asbury; Orlando District; Candidate for Commissioned Minister.

MELISSA DELKER

Age 29; married; Stetson; Asbury; Deland District; Candidate for Commissioned Minister.

LAURA EASTER

Age 35; single; Florida State University; Duke; Ft. Myers District; Candidate for Commissioned Minister.

JUNE EDWARDS

Age 47; married; University of Florida; Asbury; Leesburg District; Candidate for Commissioned Minister.

CATHY FELBER

Age 52; married; Barry; Asbury; Broward Palm Beach District; Candidate for Commissioned Minister.

DEREK GOLDSTEIN

Age 29; married; Asbury; Asbury; Lakeland District; Candidate for Commissioned Minister.

TIMOTHY MACHTEL

Age 37; married; Asbury; Asbury; Lakeland District; Candidate for Commissioned Minister.

CASEY NEELY

Age 25; married; University of Florida; Asbury; Deland District; Candidate for Commissioned Minister.

VIRGINIA PEARCY

Age 57; married; St. Anselm; Asbury; Deland District; Candidate for Commissioned Minister.

ALEX SHANKS

Age 24; single; Florida Southern College; Duke; Melbourne District; Candidate for Commissioned Minister.

GARY TARLETON

Age 54; married; University of South Florida; Asbury; Tampa District; Candidate for Commissioned Minister.

BRETT TEMPLETON

Age 42; married; Stetson; Asbury; Jacksonville District; Candidate for Commissioned Minister.

CATHY THACKER

Age 48; married; Florida Southern College; Asbury; Orlando District; Candidate for Commissioned Minister.

SALLIE VANDERVORT

Age 53; married; Chatham College; Asbury; St. Petersburg District; Candidate for Commissioned Minister.

RECOMMENDED FOR LOCAL PASTOR LICENSING

GARY BRADY

ROBERT WILL CLARK

WAYNE FINN

SUE GARCIA

FLORENCE HOWELL

THEO JACKSON

TERRY WINES

**RECOMMENDED FOR TRANSFER FROM ANOTHER DENOMINATION AND
RECOGNITION OF ORDERS – AS A PROBATIONARY MEMBER**

JAMES WADE

MINISTERIAL EDUCATION FUND

The Ministerial Education Fund apportionment supports a fundamental part of the connectional ministry of the United Methodist Church. It enables all local churches throughout the conference to assist persons who are candidates for ministry. With the contributions made by members of the churches during 2002, your Board has been able to assist persons up to \$3,000 per year. This help is often crucial for candidates, many of whom give up other careers to enter the ministry. These are the guidelines which the Ministerial Education Fund committee uses in administering these funds:

Ministerial Education Funds (MEF) will be made available to all certified candidates who are attending seminary. Local Pastors in Course of Study Schools may receive

scholarship assistance from MEF, as can persons attending the Licensing School. MEF funds may also be used to provide scholarship assistance to local pastors and deacons, licensed by the Board of Ordained Ministry, who are enrolled in an ACPE-approved CPE program.

MEF student aid money will be made available to certified candidates for Diaconal Ministry who are enrolled full-time in a master's degree program. The same MEF repayment process will be used for diaconal ministers coming to Florida from other conferences as is used for ordained ministers. No MEF grants will be used for professional certification.

MEF continuing education grants will be made available to Diaconal Ministers to help finance their two annual continuing education units on the same basis as such funds are made available to ordained ministers.

Certified candidates for diaconal ministry taking the foundational studies shall be entitled to MEF assistance on the same basis as local pastors attending the course of study.

Distribution of MEF receipts is 90% for students and 10% for continuing education.

Ministerial Education Fund:	<u>2000</u>	<u>2001</u> <u>Corrected</u>	<u>2002</u>
Apportioned to local church	1,151,683	1,219,515	1,272,163
Received from local churches	950,650	954,725	963,570
75% of MEF apportionment monies received are sent on to the General Church for Seminary students			
Total sent to General Church	713,160	716,044	722,678
check 75%	712,988	716,044	722,678
25% of MEF apportionment monies received are kept in the Florida Conference for student aid and Continuing Education			
Total Florida Conference Funds available	239,814	238,681	240,892
check 25%	237,663	238,681	240,893
Check sum	952,974	954,725	963,570
difference from above (Amount from 1999 not transferred)	2,324	-	-
For Student aid (90% of retained funds)	215,833	214,813	216,803
check 90%	215,833	214,813	216,803
For Continuing Ed (10% of retained funds)	23,981	23,868	24,089
check 10%	23,981	23,868	24,089

Ministerial Education Fund:	<u>2000</u>	<u>2001</u> <u>Corrected</u>	<u>2002</u>
Use of retained funds Student Aid			
Amount available from prior years	195,454	216,479	272,306
Received from other sources (non- Apportionment)	6,159	-	4,670
Current Year Allocation	215,833	214,813	216,803
Disbursed for students	(200,967)	(158,986)	(137,313)
Available for future use	216,479	272,306	356,466
 Continuing Education			
Amount available from prior years	41,188	44,494	53,881
Received from other sources (non- Apportionment)	-	228	1,586
Current Year Allocation	23,981	23,868	24,089
Disbursed for CE	(20,675)	(14,709)	(42,481)
Available for future use	44,494	53,881	37,075

THE BOARD OF PENSION AND HEALTH BENEFITS

Your Florida Annual Conference Board of Pensions and Health Benefits (CBOPHB) continually seeks to provide you the best and most secure pension and health benefits possible. We arrange for these benefits through a partnership with the United Methodist General Board of Pensions and Health Benefits (GBOPHB) in Evanston Illinois. Over the years the GBOPHB has provided some very favorable pension benefits plans for retiring clergy and lay employees of the UMC. In addition, the CBOPHB has worked closely with the General Board to secure health benefits to insure a continued holistic environment within which to do ministry.

As all of us are aware, many of the great employee benefits UMC clergy and lay employees enjoyed in the 90's were tied to a very favorable stock market. In these days, however, this condition has reversed and most of us have suffered loss in our savings, our investments, and benefits funding. For the General Board and the Conference Board to continue to provide these benefits, we must search out alternative funding or cost containment procedures that not only provide the health and pension benefits we to which we have become accustomed, but also are somehow affordable to our members.

In light of these requirements, the Boards have looked closely at ways to insure that our retirement funds are as secure as investments will allow, and that we can afford to keep as much of our health insurance as possible. However, it has become increasingly obvious that these needs are not the sole responsibility of the GBOPHB or the CBOPHB. Each of us must do our part as well. For instance, the GBOPHB has offered new

investments vehicles for our Personal Investment Portion of our retirement accounts. For our benefit, the General Board has made selection of these vehicles as easy as possible through its web page [OASIS \(www.GBOPBHB.org\)](http://www.GBOPBHB.org). Each of us has the opportunity to choose weekly how much and where our money is invested.

Likewise, it is increasingly obvious each of us must make decisions about our health that will allow us to continue to afford health care as we know it today. This is not to say that there might not be a better way to fund health care in the future, but for now, we have the best policy and benefit available.

At this year's Annual Conference, we are providing Conference delegates a way to take a closer look at our health and possibly find ways to decrease our utilization of health insurance and thus lower premiums. This seems so obvious, but especially among pastors, there is a tendency for us to care more for our church members and our families than for ourselves. At Annual Conference, on Thursday and Friday, there will be upwards to 30 different health care professionals providing screenings, tests, and procedures to help us determine the state of our health. I encourage all of us, both clergy and lay, to take advantage of these offerings.

Your CBOPHB is made up of approximately 30 clergy, lay and ex-officio members, consultants and liaisons who strive diligently to provide oversight of funds used to provide pension and health benefits. The Conference Board Executive Director is David Dodge, who is ably assisted by Jenny DiLorenzo, Winnie Dean and Becky Cockroft. In addition, I want to thank Glenn Mitchell, chair of the Health Insurance Committee, Lee FerDon, President of the Preacher's Relief Board and Dr. Randy Casey-Rutland, Conference Treasurer for their hard work and dedication to the cause.

The following helps us determine the Past Service Rate for those with retirement credits for years prior to 1982:

The Florida Conference Average Compensation (CAC):
2003 -- \$52,130, 2004 – (projected) \$56,198, a 7.8% increase.

The Denominational Average Compensation (DAC):
2003 -- \$45,717, 2004 – (projected) \$49,325

The CBOPHB submits four reports for action:

Report I – Past Service Rate

The CBOPHB submits that the Past Service Rate (PSR) for 2004 be \$620.

The 2003 Past Service Rate (PSR) is \$574 or 1.1% of the CAC. The Conference intends to maintain the PSR at 1.1% of the CAC. For the past three years the CAC has increased at the rate of 2.24%. This year the increase was substantially higher due to a variety of causes that we do not expect to continue. We project that increases to the CAC will average about 3.5% in the future and are planning future increases in PSR based on that

assumption. Therefore, with that future assumption of PSR increases, a fairly stable future economic environment and a reevaluation of our assets in our funds for retirement benefits, we project that we will continue in a fully funded status for the predictable future. No additional funding would therefore be required from the Annual Conference.

GENERAL BOARD OF PENSION
AND HEALTH BENEFITS OF
THE UNITED METHODIST CHURCH



May 19, 2003

Rev. David Dodge
Florida Annual Conference
P.O. Box 3767
Lakeland, FL 33802-3767

1201 Davis Street
Evanston, Illinois 60201-4118
1.800.851.2201

Dear Rev. Dodge:

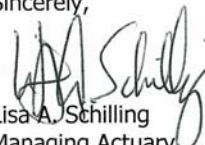
Re: Florida Annual Conference 2003 Funding Plan
For Supplement One to the Ministerial Pension Plan

Attached is a copy of the funding plan we received on May 19, 2003, for the portion of Supplement One to the Ministerial Pension Plan attributable to the Florida Annual Conference. The total liability as of January 1, 2003, is approximately \$106,551,000 based on the following key actuarial assumptions:

- 8.0% interest and
- 3.5% average increase in the Past Service Rate.

In the opinion of The General Board of Pension and Health Benefits of The United Methodist Church, the attached funding plan meets the funding requirements of paragraph 1506.8 of *The Book of Discipline of The United Methodist Church 2000*. This opinion applies only to the attached funding plan.

Sincerely,


Lisa A. Schilling
Managing Actuary

Enclosure

Report II – Special Grants

The CBOPHB recommends special grants for Humberto Carrazano, Richard Johnston, William Johnston, Walter McMullen, Deborah Parsons, and Donald Rock.

The CBOPHB recommends continued special grants for former lay employees of the Florida Annual Conference: Janet Hardin, Elizabeth Hogan, Eugene Hogan, Clara Spencer, and Mary Winslow. The rate per service year is set according to a formula based on 100% of the Conference Past Service Rate. The rate per service year for former lay employees is projected to be \$620 for 2004. Aleida Northrup, surviving spouse of a former lay employee is also continued as a special grant at the same funding level.

Report III – Apportionment Recommendation for 2004

The CBOPHB recommends the Apportionment for Pension and Health Benefits Programs, amounts that are required to meet the needs of the pension and health benefits programs of the annual conference according to ¶1507 of The Book of Discipline of The United Methodist Church – 2000, include the retiree health insurance supplement and the Comprehensive Protection Plan premiums. These insurance premiums currently are included in the Conference Clergy Support apportionment. The Apportionment for Pension and Health Benefits would be apportioned to the local churches by a formula determined by the Conference Council of Finance and Administration and would include the current policy of prior claim on unpaid amounts by the local church for the following years.

The CBOPHB recommends the following amounts with referral to the Council of Finance and Administration as necessary to fund the Apportionment for the Pension and Health Benefits Programs for 2004:

APPORTIONMENT FOR PENSION AND HEALTH BENEFITS PROGRAMS:

Retiree Health Insurance Supplement	\$1,442,000
Comprehensive Pension Program (CPP)	\$1,450,000
Special Grants	\$ 50,000
Pension Support Fund	\$ <u>25,000</u>
<u>TOTAL</u>	<u>\$ 2,967,000</u>

Florida Annual Conference Board of Pensions and Health Benefits
Statement of Financial Position

Assets	As of 12/31/2000	As of 12/31/01	As of 12/31/02
Conference Endowment Fund	5,157	5,311	4,884
Deposit Service Account (DSA)	20,734,520	22,076,072	20,368,952
Past Service Funding Account (PSFA)	18,668,523	16,659,693	15,767,580
Conference Superannuate Endowment Fund	288,345	122,283	122,571
Total invested with GBOPHB	39,696,545	38,863,359	36,263,986
Rate Stabilization Fund (at FUMF)	529,882	159,739	-
Cash in transit to GBOPHB	656,494	542,849	428,565
Total Net Assets at close of year	40,882,921	39,565,947	36,692,551
Income			
MRPF/CPP apportionments received	1,749,532	120,508	52,173
Clergy Support apportionments received	-	1,400,596	1,339,200
Defined Benefit Annuity Reserve distrib. (to PSFA)	2,910,234	1,071,111	-
United Methodist Publishing House	23,207	19,092	18,848
Chartered Fund	539	596	128
Interest Income (in all 4 GBOPHB accounts)	4,676,878	1,119,315	835,294
General Superannuate Endowment Fund distrib.	34,526	38,711	7,973
MPP arrearages income from churches	9,705	10,355	-
FUMF earnings (to Rate Stabilization Fund)	30,609	28,487	7,835
Total Income	9,435,230	3,808,771	2,261,452
Expenditures			
Market loss	-	-	1,345,306
BPP Premiums	57,378	58,461	-
CPP Premiums	1,036,888	1,057,279	1,433,389
DCA & MRA billing fee	-	-	11,940
Past Service Funding Account adjustments (from PSFA)	225,879	90,772	407,087
Funding years of service rate change (from PSFA)	3,620,098	3,465,574	950,386
Special Grants	42,888	38,279	39,130
Clergy Health Insurance	454,000	414,170	937,574
Pension Support	39,539	1,211	10,035
Total Expenditures	5,476,670	5,125,745	5,134,847
Net increase (decrease) in assets	\$ 3,958,560	\$ (1,316,974)	\$ (2,873,396)

Report IV - Housing/Rental Allowance Resolution

Relating to Housing/Rental Allowance for Retired or Incapacitated Minister of the Florida Annual Conference of The United Methodist Church

WHEREAS, the religious denomination known as The United Methodist Church and functions through Ministers of the Gospel who are duly ordained or licensed; and

WHEREAS, the practice of The United Methodist Church is to provide a parsonage or a housing/rental as part of the gross compensation for each of its active ordained or licensed ministers; and

WHEREAS, pensions paid to retired and incapacitated ordained or licensed ministers of The United Methodist Church are considered as deferred compensation and are paid to said retired and incapacitated ordained or licensed ministers in consideration of previous, active service; and

WHEREAS, the Internal Revenue Service has recognized that the Florida Annual Conference is the appropriate organization to designate a housing/rental allowance for retired and incapacitated ordained or licensed ministers who are members of this Florida Annual Conference;

NOW THEREFORE BE IT RESOLVED:

1. An amount equal to 100% of the pensions payments received during the year of 2004 be and is hereby designated as a housing/rental allowance for each retired and incapacitated ordained or licensed minister of The United Methodist Church who is or was a member of the Florida Annual Conference at the time of his or her retirement.
2. This housing/rental allowance shall apply to each retired and incapacitated ordained or licensed minister who has been granted the retired relation or placed on incapacity leave by the Florida Annual Conference and whose name and relationship to the Conference is recorded in the Journal of the Florida Annual Conference and in other appropriate records maintained by the Conference.
3. The pension payment to which this housing/rental allowance applies shall be the pension payment resulting from all service of such retired and incapacitated ordained or licensed minister from all employment by any local church, Annual Conference or institution of The United Methodist Church or of a former denomination that is now a part of The United Methodist Church, or from any other employer who employed the minister to perform services related to the ministry and who elected to make contributions to the pension funds of The United Methodist Church for such retired ministers' pension.

NOTE: On August 20, 1996, President Clinton signed into law the Small Business Job Protection Act of 1996. This legislation contained a provision that ensures that pension benefits designated as housing allowance for retired clergy are not subject to self-employment Contributions Act (SECA) tax.

Retired clergy will continue to avoid paying taxes (either income or SECA taxes) on the portion of their pension that is used to provide housing and housing related expenses. The amount excluded cannot exceed the smallest of the following amounts:

- the amount actually spent for housing including, but not limited to: maintenance, utilities, furnishings and taxes;
- the fair rental value of the housing including the fair rental value of furnishings and appurtenances such as a garage, plus the cost of the utilities; or the amount of the taxable portion of the pension benefit received from the General Board.

The General Board reports to the Internal Revenue Service (IRS) the full amount distributed to a retired clergyperson, even though all or a portion of that amount may be excluded from income. The clergyperson will receive from the General Board a Form 1099-R. This form will reflect the amount of money the clergyperson received from the General Board.

A retired clergyperson who is excluding the eligible portion of the clergy pension from income as housing allowance should attach a copy of the Form 1099-R to the federal tax return and also add an explanatory note. The note should state something similar to the following:

“I received \$x,xxx from the General board as reported on the attached 1099-R. I did not include that amount on Line 16b because it has been excluded under the provisions of IRC Section 107 as a rental allowance exclusion. As a retired United Methodist clergyperson, I am entitled to take this rental allowance exclusion.”

The General Board receives many questions from surviving spouses asking about whether or not they are able to use the housing allowance exclusion. The IRS has ruled that the exclusion applies to clergy only. Thus, upon the death of a retired clergyperson and assuming the filing of a joint tax return, the surviving spouse may exclude from pension income any housing costs paid for during the life of the clergyperson. Costs, which were paid for after the death of the clergyperson, may not be excluded from pension income.

If you received a distribution from the General Board and you rolled over that distribution to an individual Retirement Account (IRA) or another 403 (b) annuity, you may not be able to claim the rental allowance exclusion against any of the payments you receive from that IRA or section 403 (b) annuity.

IRS Publication 530 will also be useful to you regarding the housing allowance exclusion. This note was contained in “Pension Notes – January 1999” published by the General Board and is being provided with the understanding that the General Board of

Pension and Health Benefits and its constituent corporations, their members, officers and employees are not engaged in rendering legal, accounting or professional services. If legal advice or other professional assistance is required, the services of a competent professional advisor should be sought.

Rod McClarnon, Chairperson
David Dodge, Executive Director

JOINT COMMITTEE ON INCAPACITY

The Florida Annual Conference provides incapacity benefits through the Comprehensive Protection Plan (CPP). For Benefit year 2003 and beyond, the Incapacity Benefit will equal 70% of Plan Compensation capped at 200% of DAC. The minimum Incapacity Benefit will be 40% of DAC. These benefits are also coordinated with Social Security Benefits. As the DAC increases the CPP benefit will increase proportionately. In addition, there is a 3% annual increase each July, provided the benefit was in effect by the previous December 31.

The Joint Committee on Incapacity has approved continuing incapacity benefits for the Conference Year 2003-2004 for the following persons: Frank Edwards, Thomas P. Ettinger, Carol E. Green, Lois-Anne Haines-Wolfe, Albert Hicks, Delbert J. King, Chilton W. McPheeters, S. Dwight McQueen, George Spencer and Robert L. Sterner. The Joint Committee on Incapacity asks the Conference members to keep these persons and their families in your prayers.

Rod McClarnon, Chairperson

HEALTH INSURANCE COMMITTEE REPORT

The conference health insurance committee makes the following recommendations:

- a. The Florida Conference continues with the General Board of Pension and Health Benefits Healthflex program for 2004.
- b. The Florida Annual Conference budget for 2004 for retiree medical and life insurance program shall be set at \$1,442,000.00
- c. CIGNA is to continue as our carrier for the Basic Life Insurance Program. Minnesota Mutual is to continue as carrier for the Supplemental Life Insurance Program and will be paid 100% by each participant without Conference Funding.
- d. The Florida Conference will continue with the CompDent, the Dental insurance coverage for 2004.
- e. The firm of AON Consulting shall continue to serve as Agent of Record for the Life Insurance Program.

Issues related to health insurance for 2004 and beyond:

Like everyone in North America, we are in the midst of a terrible storm of rising health care costs—and health insurance costs continue to go through the roof. National trend

rates continue in the 20-25% range and we can expect those rates to continue for the future. In fact, most health insurance experts are predicting that within five years, the cost of an entry-level employee's health insurance will be half of their salary. Currently, the cost of health insurance for pastors (and dependents) at minimum salary approximates one-third (and climbing) of their salary and housing—whether we like it or not, I suspect that we are setting the curve.

Both the General Board of Pensions and the Florida Conference Health Insurance Committee continue to work closely in attempting to find ways to corral costs while maintaining quality coverage. Tough decisions remain ahead!

Last year, we presented several major changes regarding the role of pastors (both active and retired) contributing toward their share of health insurance and provided great detail about the status of health insurance and future trends. I refer you to last year's very extensive report and repeat that trend continues to escalate. While many might suggest that we increase that participation at the same rate as costs are growing, we are hoping to provide greater notice before future increases. As such, we invite all to be aware of even greater increases in the years to come—this is only just a beginning. All of us will need to work at reducing our health insurance costs. The health insurance committee is working on the most equitable ways for pastors and churches to deal with the very necessary need to raise the level of financial participation in contributing towards the costs of health insurance and we hope to have some recommendations to bring to the Conference next year.

There are two major ways to begin reducing our health insurance costs—disease management and healthy lifestyles. We are encouraging all pastors and lay delegates to actively participate in our health fair during the 2003 Annual Conference Session, including the various screenings that are being offered at greatly reduced costs. Likewise, nutrition, weight management and exercise are critical. Maybe local churches need to provide increased prayer and support for their pastors and lay employees in developing a healthier lifestyle! Your Insurance Committee would be interested in hearing about your successes in this area.

Similarly, our Healthflex program has gone full bore into disease management—initially focusing on diabetes and cardiac diseases. While no overnight success for reducing insurance costs is anticipated, we are already hearing about the lives that are being changed through this intentional support and follow-up effort.

One word of information: we continue to move into the digital age—and like most other businesses, our health insurance program is doing likewise. Details about your health insurance benefits, plans, doctors, options, pharmacy options, etc. are now available online. All participants are expected to be aware of their choices and we need to be responsible and educated consumers; we can't bury our heads in the sand and not pay attention to what is going on around us—information is available online, not on paper. It is actually quite exciting to know about the amount of information that will increasingly be available to us online, including drug comparisons and reactions, background information for choosing doctors and hospitals, plan comparisons, disease treatment

options and plans, and even ways to maintain medical records online for all members of your family. By the end of the year, all of that should be available through the General Board of Pensions and Health Benefits website (www.gbophb.org) with your login ID and PIN. If you are looking for detailed information regarding your health insurance, including plan selection options—that's the place to look!

Your Insurance Committee is a hard working dedicated group of people who are striving to strike the correct balance between quality and cost. Much appreciation is due to this group of people who give willingly of their time and expertise. Appreciation also needs to be expressed to Dick Klima and David Hunter of AON Consulting for the invaluable expertise and advice they bring to the table. And, Mrs. Jenny Dilorenzo in the Division of Ministry office ably deals with the day-to-day management of many of the issues related to our health insurance.

T. Glenn Mitchell, Chairperson

PREACHER'S RELIEF BOARD

PROPERTY MANAGER'S REPORT. The Rev. Paul Morris reports that we have nineteen properties and two of them are currently vacant. All our homes are in good repair and are covered by the Conference property insurance. Value of all properties as listed on the tax rolls is \$865,616. The Preacher's Relief Board is deeply indebted to the Rev. & Mrs. Paul Morris who administer our retirement housing. Retiring clergy interested in housing should contact either Rev. Morris or Rev. David Dodge.

RETIRING CLERGY. The Preacher's Relief Board will assist with first-time moving expenses up to \$500.00 for retiring clergy at the Annual Conference who are on minimum salary. The Preacher's Relief Board hosts the annual retirement luncheon at the Annual Conference. Clergy retiring at this Annual Conference will be the guests of The Preacher's Relief Board.

NECESSITOUS CASES. The Preacher's Relief Board was able to assist several families in the calendar year 2002. Those persons who find themselves in difficulty can petition for relief from The Preacher's Relief Board by calling The Rev. Lee Monroe FerDon, OSL at The First United Methodist Church of Madison Florida or The Rev. David Dodge in the Conference Registrar's Office. All queries are taken seriously and kept in the strictest confidence.

OTHER MATTERS. A gift of \$1,000 was made to the Association of Retired Clergy in the Florida Annual Conference to assist with scholarships to their annual gathering. Requests for these scholarships should be made at the time of the application and to the Association of Retired Clergy in the Florida Annual Conference.

The Preacher's Relief Board operating budget for 2003 was set at \$128,150.

Churches, Clergy, and other organizations wishing to donate to the Preacher's Relief Board can designate their funds through the Conference Treasurer's Office. Individuals wishing to donate homes or property should consult with Rev. David Dodge.

The Preacher's Relief Board is grateful to The Rev. David Dodge and Randy Casey-Rutland, the Conference Treasurer, who serve ex-officio on the board. A very special word of thanks goes to Winnie Dean and Jenny DiLorenzo in the Registrar's Office for their invaluable assistance throughout the year.

The Rev. Lee Monroe FerDon, OSL
President, Preacher's Relief Board

COMMISSION ON EQUITABLE COMPENSATION

The Commission On Equitable Compensation, continues to assist churches who are in need of financial support on a short term basis. It is our goal to see transformation come through the implementation of new vision by making disciples for Jesus Christ. The Commission's purpose is to provide short term grants that assist in this process of making disciples. These grants are designed to help churches continue in full time ministry as they revision their future, thus helping them to return to a self supporting status. It is our prayer as a committee, that we can be both a facilitator and an encourager in the ministry of churches in need of short term financial assistance.

The recommendations for the following year are as follows:

GUIDELINES

Equitable Compensation funds will be granted in accordance with the following guidelines. Only the Equitable Compensation Commission at the request of a District Superintendent may grant exceptions.

1. Who is qualified to receive minimum salary funds?
 - All full-time pastors who are not excluded in Section 2.
 - Student Pastors - maximum allowable \$3,700 from Equitable Compensation Funds with total salary not to exceed \$8,000.
 - Ministers serving those pastoral assignments of more than 125members with an average attendance of 55 at the principle worship time. If the membership and attendance figures remain the same over a three year period, consideration will be given to the church becoming part of a circuit or part-time. The exceptions are student appointments and new church situations in the first three years of organization.
2. Who are not eligible for minimum salary support?
 - All pastors who are retired.
 - Part-time pastors are not eligible for minimum salary support except in those cases where ministry within the discretion of the District Superintendent and

Cabinet warrant special support. The amount of support available will not exceed 50% of the amount available on a full-time basis.

- Ministers on Leave of Absence.
 - Associate Pastors.
 - Any ordained conference member not under pastoral appointment.
 - Those who are appointed from other Annual Conferences under Disciplinary appointment of 337.1 and 337.2.
3. To become a claimant a minister must live in the bounds of his/her parish and give full-time service to that charge. Studies pursued in an approved college or university are considered part of the work of the ministry if approved by the District Superintendent.
 4. Applications for Equitable Compensation funds are submitted twice a year and must be received by the Conference office on or before November 1st and April 1st. The application must include:
 - The November 1st application requires the signature of the Chairperson of the Staff Parish Relations Committee.
 - A Vision and Mission statement as envisioned by the whole body of the church.
 - A Written Ministry Plan for implementing the Vision and Mission statement into the life of the church.
 - A Treasurer report, including all assets, for the current year to date status of the financial condition of the church.
 - A request for funds by the Charge Conference and the signature of the District Superintendent.
 - The April 1st application may be completed by the District Superintendent and submitted to the Conference office.
 5. Before a church is granted salary support, the church must conduct, or agree to conduct, a Stewardship Commitment plan.
 6. The maximum allowable for any one minister is \$5,000 per year from Minimum Salary Support funds.
 7. Assistance may not be received from both Missional Situation Funds and New Church Development Funds. Assistance may not be received from both Minimum Salary Support Funds and New Church Development Funds.
 8. Churches whose salary support is at or near minimum may apply for assistance with utilities, health insurance, or moving expenses, or from the Haitian Hispanic Ministers Fund.
 9. Churches/missions must submit a plan for ministry when making an initial application for equitable compensation funds. This plan must demonstrate the need for assistance and the manner in which the church/mission will be working to eliminate that need in a timely way

10. Churches/missions may receive the requested assistance for up to five years. In year six (6) the request will be reduced by 25%; in year seven 50%; in year eight (8) 75%. There will be no assistance granted after the eighth year.
11. Any funds granted to those churches approved, will first have to pay any outstanding balances owed to the Florida Conference. Those items that must be paid in full include: Health Insurance premiums, Property and Casualty premiums, Pension premiums and Workman Compensation premiums. The approved funds from the grant will be used to pay the balances of any outstanding debit and the balance of the funds will come to the church.
12. Reimbursement Accounts: Charges receiving Equitable Compensation Funds may establish a reimbursement account up to \$2000.00.
13. Salary reduction for pension purposes: Clergy receiving Equitable Compensation funds may designate a portion of their compensation to the "Before Tax" contribution for the pension program.

MINIMUM SALARY RECOMMENDATIONS

The Commission has reviewed the cost of living index and suggests the following minimum salary levels including travel.

	<u>2003</u>	<u>2004</u>
Full Connection with M. Div. or Equiv.	\$30,100	\$31,000
Probationary Members with M.Div.	\$29,600	\$30,500
Full Connection without M.Div. or Equiv.	\$29,100	\$29,980
Local Pastor with M. Div.	\$29,100	\$29,980
Associate Members	\$28,560	\$29,420
FT Local Pastor with two or more years of Course of Study	\$28,360	\$29,200
FT Local Pastor with less than than two years of Course of Study	\$27,850	\$28,690

Other Equitable Compensation Funds

Longevity Merit Increase:

A minister who has served ably four years or more in full-time service, two of which have been in the Florida Conference, may receive an additional merit supplement to insure that the present salary is \$500 above the minimum salary level. A minister who has served ably eight years or more in full-time service, four of which have been in the Florida Conference, may receive an additional merit supplement to insure that the present salary is \$1,000 above the minimum salary base. Each minister must notify the District Superintendent who will make application to the Commission on Equitable Compensation.

Missional Situations:

Missional situations are those missions or organized churches in areas which demand an effective ministry but are not financially capable of providing such ministries without Conference assistance. There will be an annual review by the District Superintendent, to determine if each Missional situation in the district meets the guidelines. The Equitable Compensation Commission may provide amounts up to \$2,000 for support. An additional \$2,000 may be granted in exceptional circumstances. Request for salary support from Equitable Compensation Commission for Missional situations shall be made by November 1st and April 1st and shall accompany the Equitable Compensation Request form.

Utilities, Health Insurance, Moving Expenses:

The Equitable Compensation Commission recommends that each local church pay the Pastor's utilities and the group hospitalization premium. In hardship situations pastors may apply through their District Superintendent to the Equitable Compensation Commission for \$720 in utility payments not covered by the local church. The Equitable Compensation Commission will pay up to \$5000 of the base Health Insurance plan. In areas where HMO's are available, they shall be considered the base plan.

The Equitable Compensation Commission joins with the Cabinet in recommending that each receiving church pay actual moving expenses within the bounds of the Florida Conference. Pastors at minimum salary level may apply through their District Superintendent to the Equitable Compensation Commission for funds not to exceed \$500 or 75% of the total cost if not paid by the local church.

Parsonage Fund:

This fund is intended for the purchase and upgrading of parsonages and not for rental property or pastors living in their own homes. Application can be made through the District Superintendent for grants not exceeding \$3,600 for full time minister or \$1,800 for part-time minister. The funds, if granted, will be paid upon the submission of receipts for the work completed to the parsonage, or the proof of a mortgage.

Haitian-Hispanic Ministries Fund:

This fund, administered by the Commission on Equitable Compensation, provides a maximum supplement of \$2,000 for Haitian and Hispanic pastors that meet the Equitable Compensation guidelines.

2004 Budget Request

The Council on Finance and Administration is requested to appropriate \$400,000 for the Equitable Compensation Commission for the fiscal year 2004. The Conference Treasurer shall remit funds to the District Superintendents for the distributions to the pastors as certified by the Executive Director of the Equitable Compensation Commission.

	<u>2003</u>	<u>2004</u>
Equitable Salaries	\$ 118,500	\$ 102,000
Longevity	\$ 12,750	\$ 10,000
Missional	\$ 68,500	\$ 67,000
Haitian/Hispanic	\$ 27,000	\$ 25,000
Pensions	\$ 28,500	\$ 26,500
Utilities and Moving	\$ 13,000	\$ 13,000
Health Insurance	\$ 114,750	\$ 110,000
Parsonage Fund	\$ 43,500	\$ 43,000
Workers Compensation	\$ 2,000	\$ 2,000
Administration	<u>\$ 1,500</u>	<u>\$ 1,500</u>
Grand Total	\$ 430,000	\$ 400,000

Respectfully Submitted By:
David K. Rawls, Chairperson
David A. Dodge, Executive Director

CONFERENCE BOARD OF LAY MINISTRY

LAY LEADER REPORT

As your Conference Lay Leader, I Chair our Conference Board of Lay Ministry (CBOLM) which is comprised of its officers, the Presidents of the United Methodist Men and United Methodist Women, the Directors of Lay Speaking and Lay Renewal, representatives of our Conference ministry teams and each age group along with our 14 District Lay Leaders and several ex-officio members including the Bishop, his Cabinet Liaison and our Conference Director of Connectional Ministries. Our immediate past Conference Lay Leader, Mary Alice Massey, also continues to be a member of the Board which has representatives from virtually every area and section of our Conference.

In addition to my work as Chair of our CBOLM and participation in many events across our Conference, our last Florida Annual Conference established a Conference Table Chaired by the Bishop and myself as Vice-Chair and a Conference Capital Commission chaired by Mr. Frank H. Furman, Jr., a past Conference Lay Leader, of which I am a member. Both of these new entities have been quite active. The Conference Table has conducted a number of public meetings in various parts of our Conference with active participation from the laity. It has worked to refine our Conference Mission Statement and to address important new programs such as our new office of Congregational Transformation and to confront other strategic issues facing the Conference.

The Conference Capital Commission has likewise held a number of meetings and started by inviting our various Conference agencies to present their respective high priority capital needs to the Commission for its understanding and evaluation.

The reports of the Conference Table and of the Conference Capital Commission will be provided to the Annual Conference.

Our Conference United Methodist Men (UMM) under the leadership of its President, John Dowell, our Conference United Methodist Women (UMW) under the leadership of its President, Gail Christy-Jones, our Lay Speaking Ministries (LSM) under its Director, Gayle Hogan and our Lay Renewal Ministry (LRM) under its Director, Wayne Storey, all continue to provide their traditional, ongoing ministries for the members and churches they serve and each has become a national model. Their presidents and directors will present their reports with more specific information concerning their work.

Our Conference ministries in higher education provided by Florida Southern College and Bethune-Cookman College continue to be outstanding. As your Conference Lay Leader, I am privileged to serve on the Boards of both Colleges and have been impressed by their commitment to provide their students with an outstanding faith-based undergraduate education. Many of their graduates continue to be actively involved in the life, work and ministry of our church and others. We can be proud of the contributions that we have made and continue to make in church related higher education.

As many will recall, our Board of Lay Ministry made a pledge in the amount of \$25,000 to help complete our planned Conference Heritage Center with a room or section dedicated to the work of the laity in our Conference. We have now paid in almost \$12,000 towards this pledge and hope to complete it by Annual Conference. We look forward to the construction and dedication of this new and badly-needed conference facility. It will provide an excellent resource that will be especially accessible to those participating in our outstanding Summer Youth Program in Leesburg.

Finally, our primary task is to share the Gospel with others and to lead them into lives of Christian discipleship. Although our Conference has gained many new members through transfer and profession of faith, we continue to lag many other Conferences in building overall church membership. Our programs in New Church Development and Congregational Transformation should help us build membership but the laity continue to be challenged to do more in personal evangelism for Christ. If we take our responsibilities and opportunities seriously, we will make a great difference in the life of the Florida Conference.

I appreciate and wish to thank all of you, both lay and clergy, for all that you do to serve our church and to support me with your encouragement and prayers. Also, I continue to appreciate our Bishop's encouragement and support of the laity as well as that of Rev. E. Wayne Curry, our Cabinet Liaison, Mr. Bill Walker, Conference Director of Connectional Ministries and our Conference Administrative Assistant, Mrs. Barbara Holden, who provides our Board with some staff support in addition to her many other duties.

Thank you for allowing me to serve as your Conference Lay Leader. As we continue to work together we can make important contributions to the life and ministry of our church.

T. Terrell Sessums
Conference Lay Leader

COMMITTEE ON LAY RENEWAL LAY WITNESS MISSION MINISTRY

I file this report on behalf of Wayne Storey as Director of Lay Witness Ministry. I will also include some personal testimony, as this is the report of the Lay Renewal/Lay Witness Mission ministry. The personal testimony has been around since Jesus met the woman at the well, healed the man born blind. We in Lay Witness still believe that Jesus is The Main Thing as we met Jesus in a personal and heart warming way. We still give testimony as to his saving, healing, delivering and keeping power. I realize that some may think he has not changed much in my life but they just did not know me BC (before Christ).

For the year of 2002 we held 8 Lay witness missions in the local churches. We have 4 scheduled for 2003. We have the ability to hold 15-20 mission a year. We would like to encourage the pastors and local church leaders to give the Lay Witness Mission consideration in the disciple making process of your local church.

This past fall at the UM Men retreats 3 of the 4 men who shared their personal testimony were lay witness team members and the 4th had recently experienced a lay witness in his church.

The lay witness mission is based on the sharing of personal testimony of how the individual witness came to trust Jesus for eternal life and what Jesus has and is doing in the life of that witness. Over the course of a Leesburg Women's Retreat weekend, we share testimony and work in small groups as the means of personal growth and discipleship. We encourage commitment and re-commitment of one's life to the person of Jesus the Christ and service.

There is a yellow flyer in your Conference package that gives a thumbnail sketch about the lay witness program. Wayne Storey's phone and address are included for more information. Also, an email address is included as a contact for more information if you are into computers.

My wife, Martha, will be around the lay witness display to answer questions about lay witness programs and how to request a mission. Just look for the "Jesus Is Lord" sign on a tripod next to UM Men's display. As you may recall, Martha had surgery for a brain tumor on November 7 and we want to thank all those of the annual conference who prayed for her. Stop by the lay witness table and see a real live miracle. I can say today that God answers prayers. Two days after brain surgery she was so alert that she was asking if I had mailed the bills that we had written the day before her surgery and she was also quick to tell me to tuck my shirt in early one morning when I arrived to see her with my shirt tail out.

Martha and I are here to testify as to the power of prayer. I can only say we had prayer meeting in the surgical waiting room the night of her surgery with friends from Lay Witness Ministry, Methodist Men Prison Ministry and church friends and other Christian friends and neighbors. We serve the King of Kings because of a grateful heart: for walking us through recent difficult times with us and for granting eternal life when we trusted Jesus as Savior. For me, that was at the age of 35 after having been a member of the church for 26 years.

I close with “God is good” and “Have a lay witness in your church!”

Respectfully Submitted, Rodney Akers
Senior Coordinator, Lay Witness Missions

LAY SPEAKING MINISTRIES

Lay Speakers witness to their Christian faith through their leadership, their communicating, and their involvement in caring ministries. “We come to equip the saints so the body of Christ may be built up until we become one in the faith and knowledge of the Son of God.” Ephesians 4:12, 13. Lay Speakers serve in, and through, their local churches in many ways and each year renew their commitment to train and serve.

Our District Directors conduct training sessions of both basic and advanced classes several times each year. Multi-lingual classes in Spanish, Creole, and Korean are available in some districts, and we expect to have classes in Vietnamese available later in the year. These classes are funded by a grant from the General Board of Discipleship. Notices of future classes are posted on our web-site so that students can take classes in another district, if more convenient.

At the Conference level, training classes will be held at the Life Enrichment Center, Leesburg, on August 15-17. These classes are:

- “Life Enriching Practices: Means of Grace,” taught by Dr. Keith Ewing.
- .Personal Evangelism,” taught by Dr. Roger Swanson,.
- “Lay Speakers are Servant Leaders,” taught by Frances Jennings.
- “Teach the Teacher-- How to Teach the Basic Course,” taught by Rev. Pat Steed and Rev. Craig Paul.
- “Creative Christian Writing,” taught by Rev. Robert Wannell.

This weekend of worship, learning, spiritual enrichment, and Christian fellowship was well attended last year, and an even larger group is anticipated for this August. All Lay Speakers, and others who are interested in learning how to better serve God, are urged to take advantage of this training opportunity.

Twenty, or more, Lay Speakers from the Florida Conference attended the Southeast Jurisdiction Training Weekend held at Lake Junaluska in July 2002. This was a very

informative, spirit-filled weekend, providing an opportunity to meet and exchange ideas with people from fourteen other Conferences.

As Conference Director, I attended the biennial training weekend for Conference Directors of Lay Speaking Ministry hosted by the General Board of Discipleship in Nashville in January 2003. New courses and techniques for teaching were introduced during this weekend session which was attended by Conference Directors from 42 Conferences.

With God's guidance, and through the work of our dedicated District Directors, the number of Lay Speakers in our Conference is steadily growing and providing knowledgeable and dedicated lay leadership—prepared and motivated to do His work.

Respectfully submitted,
Gayle Hogan, Conference Director

UNITED METHODIST MEN

At the 2002 Annual Conference I stated in my oral report "Men's ministry is what we do. United Methodist Men is what we are called." While that's true, I wish to take the letters UMM and change them to say Under the Master's Mandate. Of course we cannot change our name, it is set by the General Conference. We can however enthusiastically embrace Under the Master's Mandate as a vision to guide us.

We are Mandated to have a U.M.M. unit in each church and that is a lofty goal. It is an achievement that would enhance the total ministry of our local churches. Men need a fellowship where they can come together and become accountable, where they can deeply involve themselves into the total ministry of the church. Further there are many benefits in having a chartered unit. New resources are available to help assist units in their outreach. New training and information videos offer strategies and plans for new unit start-ups. "Men's News" and our U.M.M. magazines are proving to be valuable tools for communication, inspiration and information across the Connection. It is through our local fellowships that we are able to reach out to younger men – Under the Master's Mandate.

We have a Mandate to provide spiritual retreats to both couples and men at our retreat center. This fall we held our 27th annual Couples Retreats. This fall we will be celebrating 55 years of Men's Retreats and we recognize we are heirs of a splendid past. A Mandate the Master gave to a group of men over a half a century ago is a tradition that has continued to the present. We are moved to renew our commitment, our vision, our service and our sacrifice. We shall not disappoint the efforts made by those before us, nor dim their vision that has now become ours to fulfill.

Under the Master's Mandate we are directed to provide scholarship to deserving seminary students. This year we are providing \$25,200 toward the seminary education of 11 students. Since this program began the Conference U.M.M have provided right at \$400,000 in student aid. We also gave \$2,000 toward the land purchased at the Youth

Camp at Leesburg and again, \$1,000 was donated to Heritage Center which will house our archives. Because we are Under the Master's Mandate we support the Scouting programs, the Society of St. Andrews, the Children's Home, the Jim Russo Prison Ministry, the Foundation for Evangelism and other ministries.

This past year has been truly a blessing for me. I was humbled last fall by receiving the John Wesley Fellow award. This is the highest award given by the General Commission of the United Methodist Men. Further we gave Bishop Whitaker the same award at the Annual Conference. In November I was honored by being elected President of the Southeastern Jurisdiction U.M.M.

As we are Under the Master's Mandate it is my dream that we come together – men of the Florida Conference and our clergy brothers and sisters working shoulder to shoulder hand in hand moving our churches to greater heights in the Kingdom of God.

Please pray for me as I pray for you.
John Dowell, Conference President.

FLORIDA CONFERENCE UNITED METHODIST WOMEN **God's Mission: Faith In Action**

My brothers, what good is it for someone to say that he has faith if his actions do not prove it? Can that faith save him? Suppose there are brothers or sisters who need clothes and don't have enough to eat. What good is there in your saying to them, "God bless you! Keep warm and eat well!"—if you don't give them the necessities of life? So it is with faith: if it is alone and includes no actions, then it is dead. But someone will say, "One person has faith, another has actions." My answer is, "Show me how anyone can have faith without actions, I will show you my faith by my actions." James 2:14-18 (Today's English Version)

This scripture has been an important emphasis for the United Methodist Women in the programming of events at the conference, district and local levels over the past year. We have participated in and provided opportunities for spiritual growth, leadership training, supportive fellowship, the interpretation of social issues and in the expansion of missions both within the organization of United Methodist Women and the connectional system of the United Methodist Church. We have continued to live out the PURPOSE of United Methodist Women as provided in Paragraph 255.4 of *The Book of Discipline, 2000*:
"The organized unit of United Methodist Women shall be a community of women whose PURPOSE is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church."

The year began with the Conference Executive Committee attending the South Atlantic Regional School of Christian Mission, at Milsaps College in Jackson, Mississippi. Conference officers received their individual officer training and attended Mission Study classes, which prepared them to conduct the School of Christian Mission in the Florida Conference. Study Group Leaders also received training and certification to enable them to teach in the Florida Conference School of Christian Mission.

In July, the United Methodist Women held the Florida Conference School of Christian Mission at Eckerd College in St. Petersburg. The theme was "God's Mission: Faith in Action." Women, men, youth and children participated in studies on James, Mexico, and Restorative Justice. Each of these studies included discussion on current concerns in our world. There was a Mexican Fiesta, leadership training, worship, educational and fun plenaries, and a mission opportunity to experience a self-guided tour of Tampa United Methodist Center.

The Spiritual Enrichment Retreat was held in September at the Life Enrichment Center, Leesburg. Reverend Deborah McCloud, who had recently been appointed as District Superintendent of the Broward Palm Beach District, was the retreat leader. She focused on the theme "On Eagle's Wings" from the scripture Isaiah 40:30. We each experienced renewal of faith and explored what it means to live our faith as United Methodist Women. Participants also had an opportunity to meet in small groups called "Soul Sisters."

In November, the twenty-ninth Conference Annual Meeting of the Florida Conference United Methodist Women was held at Florida Southern College. The theme was "To Know God Is to Do Justice" based on the scripture from Hosea 12:5-6. Our meeting began with beautiful music by the Bell Choir "Sounds of Joy", from Temple Terrace United Methodist Church. The keynote speaker was Lois Dauway, Assistant General Secretary, Section of Christian Social Responsibility, Women's Division, who challenged us to respond to the social issues of our day. Biblical Reflections were provided by Rev. Georgia A. Gaston, Pastor of Trinity United Methodist Church in St. Petersburg. Various reports and recognitions were given and appropriate business was conducted. The Florida Conference 2003 Pledge to Mission in the amount of \$747,000 and budget of \$1,038, 280 were both approved by the voting delegates.

We are already planning and working on the conference events for the coming year. We want to extend to each of you (women, men, children and youth) a special invitation to attend the School of Christian Mission to be held at Eckerd College in St. Petersburg, July 21-25, 2003 and July 25-27, 2003 for the Weekend School. The Mission Studies for 2003 are: Exodus, Mexico; and Creating Interfaith Community. These mission-education opportunities will expand your understandings of the world, the Bible, United Methodist mission outreach and the role of Christian's in society. If you have attended in the past, you'll be anxious to go again. If you've never attended, be sure to register for an experience that can change your life. Additional information and registration forms are on our website at www.gbgm-umc.org/flaconferenceumw.

The Spiritual Retreat for 2003 will be held September 5-7 at the Life Enrichment Center, Leesburg. Rev. Candace Lewis, Pastor of New Life Community United Methodist Church in Jacksonville, will serve as the retreat leader on the theme of "Count It All Joy" using the scripture James 1:2.

The theme for the Conference Annual Meeting at Florida Southern College, Lakeland on October 25, 2003, will be "You Are Called For A Purpose". The speaker will be Diane Clark Vogler, a Director of Women's Division. The scripture reference is John 15:16-17.

We are excited to announce another “Gathering of Teen and College/University Age Women” to be held at the Life Enrichment Center, Leesburg on December 27-28, 2003. Although a few of the younger women are already members of United Methodist Women, we want to give others the opportunity to explore what membership in United Methodist Women would mean. Such an event was held in 2001 the young women expressed their desire to learn more about opportunities in United Methodist Women and requested that we plan another event for them in the near future. Look for information in our publication *GENESIS* and on our Website.

May God continue to bless each of us as we attempt to do God’s Mission and place our Faith in Action.

Shalom,
Gail Christy-Jones, President

FLORIDA CONFERENCE AGENCIES, BOARDS, COMMITTEES AND COMMISSIONS

ANNUAL CONFERENCE PROGRAM COMMITTEE

The 2003 Annual Conference Event promises to be a time of challenge for the Florida Annual Conference. The theme for this year’s conference is “To Serve the Present Age.” As the conference celebrates the 300th anniversary of the birth of John Wesley, the conference will be challenged to offer Jesus Christ to the 21st century world. Bishop Timothy W. Whitaker will guide us through a conference which focuses on several vital issues related to the mission of the conference.

The 2003 Annual Conference members will elect lay and clergy delegates to General and Jurisdictional Conferences for 2004. We venture further into the world of technology through the use of hand held electronic voting devices which will supply almost instantaneous results of our voting. Come prepared to experience voting in a different manner and format than previously.

Tuesday evening will be a celebration of our relationship with the East Angola Annual Conference of The United Methodist Church. We will have a report on the visit to East Angola by our team that recently returned. The Annual Conference offering will be presented as a witness to our commitment to this mutual ministry between our two conferences. The evening concludes with the preaching of Dr. Reginald Mallett and the Service of Holy Communion.

Wednesday evening will be a grand celebration of our heritage from John Wesley to the present day. This service will inspire all of us through the preaching of Dr. Reginald Mallett.

Thursday evening will be the heartening service of Ordination as we rejoice with those women and men who have responded to God's call upon their lives. The preacher for the service Licensing, Commissioning and Ordination will be Bishop Timothy W. Whitaker.

On Wednesday, Thursday and Friday mornings, we will begin with Bible study led by our resident bishop, Bishop Tim Whitaker.

A historic occasion will be the formal invitation from Bethune-Cookman College for the 2004 Annual Conference session to be held on their campus in Daytona Beach, Florida. Our program committee is excited about this possibility and tentative planning is already underway awaiting the final decision of the 2003 Annual Conference.

Not only does the 2004 Annual Conference promise the historic meeting on the campus of Bethune-Cookman College, we will meet for a week-end conference in 2004. The dates will be June 3-6, 2004. We begin on Thursday and conclude after noon on Sunday. We are asking all clergy to arrange for lay persons to lead the worship service(s) in their churches on Sunday, June 6, 2004.

The 2002 Annual Conference experience the initial Ministry Expo which received high commendation from members of the conference. This year not only will we have the Ministry Expo but a Health Fair. All members of the conference are urged to take advantage of the Health Fair. Gratitude is expressed to Marilyn Swanson and Ginny Pearcy for their ministry through the expo and health fair.

Finally, appreciation is expressed to the Reverend Thomas L. Shafer as the Annual Conference coordinator who, with an excellent team, puts together all the physical arrangements for conference.

Respectfully submitted, E. Keith Ewing
Chair, Annual Conference Program Committee

PROCEDURES AND AGENDA REPORT

The following is recommended for approval:

1. The authority for procedure of the 2003 Florida Annual Conference is the following: (a) the 2000 Book of Discipline of The United Methodist Church; (b) the Standing Rules of the Florida Annual Conference, 2002 Journal; and (c) Robert's Rules of Order.
2. An "Order of the Day" is adopted for those times when specific persons are available for presentation to the Annual Conference.
3. The printed program in the pocket agenda in the Welcome Packet is recommended to be the agenda for the 2003 Annual Conference, with the provision that the presiding officer may call for a ballot on delegates to General Conference to be taken at any time, not just the times printed in the agenda.
4. Any member of the Annual Conference who wishes to be recognized shall stand at his/her place and wave the brightly colored card found in the Welcome Packet titled, "United Methodist Church Annual Conference Ministry Expo." When the

Bishop recognizes that person, he/she goes to the designated numbered microphone and addresses the conference. The person must state her/his name, clergy or lay, and the name of the local church, district or conference organization he/she represents.

5. A written report may be found in the Welcome Packet for those groups who require no conference action.

E. Keith Ewing, Agenda Chairperson

COMMISSION ON ARCHIVES AND HISTORY

The Commission on Archives and History continues raising funds for the construction of the Florida United Methodist Heritage Center to house the archives collection. We look forward to breaking ground for this much-needed facility in the very near future. It is our hope that this might even happen sometime later this year and would be a wonderful way to recognize the 300th anniversary of the birth of John Wesley.

The Archives received several notable gifts during 2002, including scrapbooks and correspondence of the Reverend Harry Waller and a copy of *The Life and Career of Bishop Edward J. Pendergrass 1900-1995* by John Burnett.

In the past year the Archives has answered approximately one hundred requests for information from churches and individuals.

Members of the Commission continue to be available to local churches and to districts for workshops for local church historians. "Memory and Ministry: Caring for Your Church's Heritage," a video produced by the General Commission on Archives and History, is available for local churches and other organizations interested in managing and preserving their records.

The Commission was represented at the annual meetings of the SEJ Historical Society, the SEJ Commission on Archives and History, and the General Commission on Archives and History. It was also represented on the Heritage Center Planning Committee by Nell Thrift and Ivan Corbin.

The Florida Conference Historical Society held its twelfth annual banquet during the 2002 Annual Conference. Polly Cook presented a program on the history of our campus ministries. Everyone interested in the heritage of Florida Methodism is encouraged to become a member of the Society.

We also want to recognize the members of the annual conference who are celebrating significant anniversaries of their ordinations or consecrations. The following will be recognized during Annual Conference:

Ordained Deacon 1953

Lynn A. Bergman	C. Thomas Howes, Jr.	James C. Rowan
John R. Brabham	John J.P. Kincaid	Theodore H. Runyon
Whitney J. Dough	J. Lloyd Knox	Henry M. Schmidt
John F. Few	W.F. Kopelke, Jr.	Raymond J. Sharp
Robert F. Gorday	Robert G. Krouse	John F. Springer
William A. Fisackerly III	Arthur J. Mack	Alfred W. Taylor
John M. Fletcher	Edwin W. Montfort	T. Gerald Williams
Paul L. Hartsfield	A. Gene Parks	Eugene M. Zimmerman, Jr.
H. Trall Heitzenrater	Homer Lee Pearson III	
Austin E. Hollady	Leslie E. Rabb	

Ordained Deacon 1978

Michael L. Bozeman	Ronald E. Martin	Brette P. Sanford
Henry D. Cribb, Jr.	James A. Mitchell	Thomas L. Shafer
Darrel N. Fiske	T. Glenn Mitchell II	Larry W. Shields
James Albert Govatos	William A. Owens	George H. Sprague III
Timothy F. Jones	Charles L. Salter	Gerald F. VanDyken, Jr.
Harry E. Mann	Thomas V. Samuel	

Consecrated Diaconal Minister 1978

Ruth Y. Andersen	Paul D. Juvinall	Josephine Tyler
M. Lorrane Anderson	Eleanor McMullen	
Emily W. Hendry	Barbara L. Scott	

Church Anniversaries 2003

(Banners from the anniversary churches were displayed on the floor of the conference.)

175 Years (1828):	First, Monticello; Hickory Grove; Lee; Miccosoukee
125 Year	Sycamore UMC
100 Years (1903):	Cason, Delray Beach; Community, Daytona Beach; Hanson
75 Years	Community, Belle Glade
50 Years (1953):	Beach, Ft. Meyers; Emmanuel, Bradenton; Glynlea Grace, Jacksonville
25 Years (1978):	Faith, Hudson; Grace, Cape Coral

In celebration of the 300th anniversary of John Wesley's birth, the Commission on Archives and History and the new Office of Congregational Transformation have collaborated on their display in the exhibit hall. It is our firm belief that we have much to learn about church planting and revitalization from successful methods that are a part of

our more than 175 years of Florida Methodism. We invite you to come by and find out about our wonderful heritage and future as God continues to do a mighty work through the people called United Methodists.

Respectfully submitted,
Ivan G. Corbin, Chairperson

BISHOP'S INITIATIVE ON CHILDREN AND POVERTY (BICAP)

It is with sadness that I write this report due to the untimely death of the previous chairperson, Rev. Barbara Odom. Barbara's work for BICAP will live on through the Henderson School in Mozambique. All funds have been forwarded to GBGM, the school drawings have been done and ground is being developed. Also, through the 150 churches that have received BICAP grants, children, their families, and local churches are being changed. Last Annual Conference 2,000 Health Kits and 730 School Kits were distributed to the outreach ministries around the state. Funds in the amount of \$12,781 were used to buy diapers and disposable gloves and to buy paper for Haiti.

This Annual Conference, we begin a long term relationship with the East Angola Conference. We were delighted that the Rev. Dr. Geraldine McClellan, Michael Wacht, and Melba Whitaker went to Angola on our behalf and we look forward to their sharing with us. As the new chairperson of BICAP, I had a wonderful opportunity to attend a national training event on the Initiative. The Initiative is truly about church transformation and evangelism. I want to urge you to download a document "A Church for all God's Children" at ww.umc.org/initiative. For the sake of our children, please look at this outstanding document. Also, go to Cokesbury and buy the new study guide *Community with Children and the Poor* and see that your congregation does the study. If you congregation is not participating in Children's Sabbath, please order the material from the Children's Defense Fund, 25 E Street, NW Washington, DC 20078-0176. Child Protection Policies will be voted on at this Annual Conference.

We are asking that each local church name a BICAP representative. It might be your missions outreach person, your children's coordinator, etc. We simply want someone to be in contact with and share information. We have discovered that there are 14 counties in our state that do not offer the summer lunch program. Thousands of children eat free and reduced price lunch during the school year and in these 14 counties children do not have a place to eat in the summer. We would like to find contract managers in these areas but at least we want churches to feed kids so they can return to school able to learn. We will also be working closely with Church and Society on Legislative issues regarding children and the poor. The Annie E. Casey Foundation in the "2002 Kids Count Study" tell us that:

- 12% of teens drop out of high school
- 8.2% of babies born in Florida are low birth weight
- 22% of children live in poverty
- A single parent heads 27% of families with children

- 8% of teens do not work or attend school
- 17% of our children are without health insurance

These are just some of the needs of our children here in Florida. All children no matter the income, need love, care, and nurturing. Let's be a Church for all God's children.

Respectfully Submitted,
Rev. Pam Cahoon, Chair, Bishops Initiative on Children and Poverty

THE CONFERENCE CAPITAL COMMISSION Report to The Florida Annual Conference

Executive Summary: This report constitutes the findings of the Capital Commission. The Commission has identified \$12.3 million in priority capital and endowment needs for the Annual Conference. The Commission also has determined that establishing a Development Office within the Florida United Methodist Foundation is the best approach to seeking funds for those current and future needs of the Annual Conference. The Commission further recommends that a Conference-level Steering Committee be created to oversee a capital and endowment funds campaign to address the currently identified priority needs. Therefore, the Commission has requested, and CF&A has approved, that \$163,800 be placed in the 2004 budget to support the Development Office within the Florida United Methodist Foundation.

Background: This report summarizes the efforts and recommendations of the Capital Commission according to the mandate given to it by the 2001 Florida Annual Conference, as interpreted by Bishop Timothy Whitaker and Conference Lay Leader Terrell Sessums.

Case Statement: The Commission proposes the following general case statement, with additional, specific case statements to be developed for each priority request.

The Florida Annual Conference of the United Methodist Church seeks to raise capital and endowment funds to ensure that it fulfills the church's mission to be a vital connection that is part of God's transforming grace in Jesus Christ.

Working together in our historic, connectional system, we are called to create a firm financial foundation on which to build mission and ministry for the future. The Conference adds value to Christian discipleship when it delivers mission and ministry that no single congregation can deliver on its own. Capital and endowment fundraising will benefit the shared mission and ministry of local churches and the Annual Conference. Fundraising will address the following needs:

- Facilities for Our Future
- Endowments for Equipping and Transforming
- Funds for Ministry and Mission

This effort represents a new approach to raising capital and endowment funds in the life of the Annual Conference, shifting the Conference from a model of ad hoc capital campaigns to an ongoing Conference-level Development Office. The focus will be on individual donors rather than on local church quotas.”

Recommendation: Realizing that the Conference has both immediate capital needs and will have ongoing capital and endowment needs, the Capital Commission proposes:

- Establish a Development Office within the Florida United Methodist Foundation for the purpose of raising capital and endowment funds on an ongoing basis for the Florida Annual Conference. This represents a fundamental change in the way in which the Annual Conference approaches capital fundraising. In the past, the Annual Conference has relied on a series of ad hoc capital campaigns to address specific needs. Under this approach, outside consulting/fundraising firms may be required, at significant cost, to manage the campaigns, and there is the tendency to recreate the necessary infrastructure each time a campaign is undertaken. Under the new approach, the Annual Conference will essentially be in a continuous mode of identifying needs; and identifying, cultivating and developing donors who can make significant gifts to the Annual Conference to further its mission and ministry. It is anticipated and agreed with the Foundation that the Foundation will eventually absorb the costs of the Development Office when fee income to the Foundation from funds under management is sufficient to offset the costs of the Development Office. However, for at least the first three years, the fee charged by the Foundation will cover 100% of the expenses associated with this office. Beginning in the fourth year, the fee will be reduced by one-third each year until the Foundation has assumed full responsibility for the cost of the office. The staffing and management of the Development Office will be the responsibility of the Foundation and the Foundation will report annually to the Annual Conference on its achievements. Between sessions of the Annual Conference, the Foundation will report on the work of the Development Office to the Bishop, the Conference Board of Trustees, the Council on Finance and Administration, and the campaign Steering Committee.
- Multi-year, phased campaign to achieve immediate capital needs. Highlights of the strategy are:
 - Establish a Campaign Steering Committee to oversee the work of the Development Office.
 - Identified Priority funding needs total approximately \$12.3 million (see Appendix A). An additional \$8.6 million in second priority needs exists (see Appendix B).
 - Three-year Major Gift Phase, beginning June 1, 2003, sometimes referred to as a “quiet phase,” when Foundation staff, working cooperatively with Conference and local leadership, will identify and approach potential donors who can make major gifts to the capital campaign. Goal of the Major Gift phase is to secure approximately 75% of the overall goal.
 - Eighteen-month conference and district campaign to members and friends of local churches to raise balance of funds.

- Three-year follow-up phase for collection of pledges.
- In addition to fundraising, the Foundation will provide a series of educational workshops in each district to promote planned and deferred giving over the course of the campaign and afterward.
- Budget: Funding request is \$163,800 for calendar year 2004 for staff and promotional/publicity materials.
- Evaluation: Evaluate the progress of the Development Office before requesting funding for 2005 and beyond.

Key to Success: A Capital Campaign of this magnitude will require full partnership and participation from the Bishop, Cabinet, Conference Agencies and the Foundation; recognizing and respecting generational, ethnic, socio-economic, cultural and regional differences in the Annual Conference.

Appendix A

Summary of Priority Funding Requests

Camp Ministry/Camp and Retreat Centers: \$3,601,000

Capital improvement and endowment to support camp and retreat ministries

Warren W. Willis Camp, Leesburg.....	\$756,000
Life Enrichment Center, Leesburg	\$765,000
South Florida Camp	\$1,100,000
Lake Asbury Retreat Center.....	\$980,000

Archives and History Center: \$515,000

Remaining funds required to meet overall goal of \$995,000 for construction of Archives and History building and supporting endowment in Leesburg

Trustees Florida Annual Conference: \$3,250,000

Wastewater Treatment Plant, Leesburg	\$500,000
Remaining funds required for land purchase, Leesburg	\$250,000
Methodist Building Renovation.....	\$1,500,000
Maintenance and improvement endowment	\$1,000,000

Board of Higher Education and Campus Ministry: \$500,000

Funds for capital improvement to support campus ministry at Florida A&M University, Florida State University, Stetson University, University of Florida, University of Miami, University of South Florida.

Office of Congregational Transformation Endowment: \$2,000,000

Endowment to support congregational transformation, including development of Academy of Congregational Transformation. The Academy will equip and support teams of mentors or coaches working with transforming congregations and offer direct support to the congregations that is not available from their own resources.

Board of Ordained Ministry Ministerial Scholarship Endowment: \$1,500,000
Endowed scholarship fund for ministerial students

Florida Southern College: \$500,000
Endowed scholarship Fund

Bethune Cookman College: \$500,000
Renovation of the Harrison Rhodes Memorial Building which houses the Social Sciences Division

Wesley Group Home Ministries: \$160,000
Grant to fund Executive Officer of this ministry to construct and manage more Group Homes in the Florida Conference for persons with development disabilities.

Priority Total: \$12,526,000

Appendix B

Summary of Second Priority Funding Requests

Camp Ministry/Camp and Retreat Centers: \$6,093,000
Capital improvement and endowment to support camp and retreat ministries
Warren W. Willis Camp, Leesburg..... \$3,913,000
Life Enrichment Center, Leesburg..... \$1,300,000
South Florida Camp \$590,000
Lake Asbury Retreat Center..... \$290,000

Trustees Florida Annual Conference: \$2,500,000
Maintenance and improvement endowment

Second Priority Total: \$8,593,000

CONFERENCE CAPITAL COMMISSION MEMBERS

Dr. Sheila Fleming, Daytona Beach
Frank Furman, Pompano Beach
Joseph Ha, Cooper City
Rev. Dan Johnson, Gainesville
Rev. Herbert Lange, Tarpon Springs
Mary Alice Massey, Jacksonville
Sidney L. Matthew, Tallahassee
Leland McKeown, Brooksville

Rev. Deborah McLeod, Ft. Lauderdale
Randy Rush, Winter Park
Dr. Terrell Sessums, Tampa
Rev. Thomas Shafer, Jacksonville
Dr. Riley Short, Lakeland
Eddie Torres, Miami
Bishop Timothy W. Whitaker, Lakeland
Amy Wiggins, Plant City

CONFERENCE CAPITAL COMMISSION PRESENTERS

Rev. David Dodge
Fla. Conf. Board of Ordained Ministry

Rev. Kendall Taylor
Congregational Transformation

Mr. Michel D'Annecy, Executive Director
Camps & Retreats, Florida Conference

Rev. Robert Barber
Fla. United Methodist Heritage Bldg.

Mrs. June Johns, Chairperson
Wesley Group Home Ministries

Mr. Leland McKeown
Trustees, Florida Conference

Reverend John E. Denmark
Bd. of Higher Education & Campus Ministry

Rev. David Baldridge
Camp Ministry Team

FLORIDA ANNUAL CONFERENCE COMMITTEE ON CLERGY HOUSING

At the 2002 Florida Annual Conference this committee was established to update the parsonage guidelines. It had been 20 years since the guidelines had been reviewed. At the first meeting the Committee was asked by Bishop Whitaker to establish a policy for housing allowances. The 2000 Discipline shall provide a process for churches to offer housing allowances instead of a parsonage. As the Committee did its work two other issues arose: furniture and enforcement. The committee brings forth recommended standing rules addressing both of these issues.

The co-chairpersons would like to thank the Committee for their hard work. Many of the Annual Conferences within the continental United States were investigated. We thought we had a year. This was quickly reduced to 6 months between the organizational meeting and the March 3rd deadline for this report. We appreciate all the assistance of the Bishop and Mrs. Whitaker, Rev. Keith Ewing, cabinet, and other committees of the Conference.

There are four separate reports recommending additions to the Conference standing rules. The actual motion in each section is in bold print. Each report will be presented separately.

The dwelling in which a person or family resides is very important. It has a great influence on a person's emotional and psychological well-being, the health of a marriage and the relationships within a family. Each of us strives to have a living space that is safe. We need to remember these things as the following four sections are presented.

FLORIDA CONFERENCE PARSONAGE REQUIREMENTS

The parsonage system is a very unique living situation. Those who either own their own homes or rent have a choice of where they will live and the quality of the dwelling in which they live. In the parsonage system the minister and family have imposed without choice both where they will dwell and the quality of the dwelling they will call home.

The parsonage is both a private dwelling place for the pastor and family as well is an extension of the church ministry. The parsonage makes a strong statement about the church to the community. The parsonage has a very important influence on the happiness of a pastor and family serving a particular church. It also has a very important influence on the quality of family life.

It is a major concern that recent studies have shown that the parsonage has the lowest priority in many congregations in terms of maintenance or investment. Following are two sets of recommendations for parsonages located within the boundaries of the Florida Annual Conference. This committee realizes one cannot legislate an attitude. We pray that local congregations will go beyond the standards and develop a spirit for quality and maintenance of parsonages, as they would have for their own homes. We also pray that clergy and their families will treat parsonages, as they were homes they owned.

There are required standards and recommended standards. The required standards are a minimum requirement that all current parsonages must have by June 1, 2007 and any new parsonages purchased must have. The suggested standards give the Bishop and the Cabinet more flexibility when assigning a pastor. Parsonages not meeting these standards could impose a limit on the Cabinet of who can be sent to serve that particular church or circuit.

The family situation has changed dramatically over the last two decades since the last approved standards of parsonages. Many more families including pastors have elderly parents with physical limitations now living with them. Many more families have children or spouse with special physical limitations requiring wheel chair, walker, etc. accessibility. There is no way that parsonage standards can be set that would meet every conceivable need. These standards do meet the vast majority of pastor's family needs so as not to limit who could be sent.

REQUIRED STANDARDS

In addition to the Discipline requirements for parsonages the following is required for all parsonages in the Florida Annual Conference. Those that do not currently meet these standards have until June 1, 2007 to meet the standards (exceptions are specified in the District Housing Committee rules):

Electrical wiring that meets code and is sufficient to meet today's needs for electricity
Climate control – both heating and air conditioning

Rooms:

- Living Room or Great Room
- Dining Room or eating area large enough for at least 8 people
- Kitchen
- 3 bedrooms
- 2 baths
- Indoor laundry area
- Shelter for 2 vehicles
- Secure storage area

Equipment:

- Good quality dependable appliances:
 - Stove
 - Microwave
 - Dishwasher
 - Refrigerator with freezer compartment
 - Washer and dryer
- Hot water heater of at least 40 gallons
- Wired for basic cable or satellite dish service
- Maintained smoke alarms
- Current fire extinguishers for kitchen and other required areas
- Vacuum if there are carpets

If no lawn service and pastor is expected to maintain lawn the following are minimum requirements.

- Gas mower
- Trimmer
- Weed eater
- Rake
- Shovel
- Electrical or gas hedge trimmer if needed

Monitored security system that insures the security of the entire house.

Furnishings:

- Quality window coverings in neutral colors that insure privacy
- Quality floor coverings in neutral colors that is durable and easy to maintain.

Maintenance:

- Regular pest control inspection and treatment
- Annual termite inspection and treatment
- Annual inspection and cleaning of ductwork as needed.
- Landscaping and maintenance thereof should be representative of the neighborhood.
- Regular schedule for painting both on the outside and inside of the house as needed.
- Any needed repairs should be done in a timely manner
- Annual carpet cleaning
- Regular maintenance and cleaning of chimneys if exist.

Location of parsonage for all new or replacement parsonages:

- Shall not be on the main church property but at a distance that insures privacy for the pastor and family.
- Needs to be located in a good school system.
- Shall be located in what is perceived as a “safe” community.
- Location that permits children.

RECOMMENDED STANDARDS

The following are not mandated but hopefully each church will try to fulfill as much as possible:

- Four (4) Bedrooms
- Family Room
- Study
- Two (2) car enclosed garage
- Equipment:
- Garbage disposal
- Freezer
- At least one walk in shower and one tub
- Physically disabled accessibility throughout the house.
- Permanent equipped hurricane shutter for all exposed exterior glass areas within 10 miles of the coastal shoreline.
- Safe storage area for paints, gasoline, or other flammables.
- Irrigation system for the yard.

HOUSING ALLOWANCES

FORWARD

A housing allowance is one of several options that can be chosen by a church to provide housing for a pastor. While it should be noted that providing a housing allowance is not desirable for all congregations, it is an alternative that has been chosen by an increasing number of congregations within the Florida Conference. There are several Districts in which the number of congregations selecting a housing allowance exceeds 20% and a few in which the percentage exceeds 25%. Nationally, there are Conferences in which more than 50% of the churches utilize housing allowances rather than parsonages.

For some churches, there are several advantages to offering a housing allowance:

First, providing a parsonage ties up a considerable amount of capital for all churches.

Second, the costs of maintaining a parsonage are considerable, particularly because these costs do not enhance the value of a parsonage. A roof that does not leak is expected and does not increase the value of a dwelling.

Third, while depreciation of a property can create a tax advantage in some sectors, for a church, depreciation simply means that a property is getting older and the value, without renovation and/or appreciation of the real estate values, will diminish.

Fourth, while the interest that is paid with a mortgage payment is tax deductible for an individual or a business, for a church, it is merely another cost.

Fifth, many churches paint, plaster, tile, and otherwise renovate for each new pastor and his/her family, repairs that go beyond what a home-owner would do on a regular basis.

Sixth, there is often a tendency for congregations to “over manage” parsonages and create friction with the church family.

Seventh, as a parsonage deteriorates with time, even a growing church can be faced with a huge financial investment to remodel an existing parsonage or sell an existing parsonage and purchase a better parsonage,

Eighth, if the Conference adopts new parsonage standards, which raise mandatory levels, churches may find that upgrading an existing parsonage does not make economic sense.

Ninth, housing allowances may encourage pastors to stay in one location for a longer period.

There are also compelling advantages for the clergy family for the adoption of a housing allowance.

First, a housing allowance makes it possible for a pastor and his/her family to select a home that is consistent with the size of the family.

Second, a housing allowance can make it possible for the clergy family to make a down payment on a house and start building equity for the future.

Third, a clergy family can select a home that is located in a school District that fits the family’s needs.

Fourth, a housing allowance will encourage the clergy family to think of the home as “their home” rather than thinking of themselves as guests.

Fifth, using an equitable housing allowance will insure that there is some level of uniformity in the housing support that the pastor and his/her family will receive.

Sixth, the pastor and his/her family will assume more responsibility for the care and condition of their residence.

PROPOSAL

DETERMINING THE AMOUNT OF A HOUSING ALLOWANCE

The District Trustees, or the District Clergy Housing Committee (DCHC) shall determine, no less than every four years, the minimum housing allowance for the District, or portions of a District. The minimum housing allowance shall be the amount necessary to rent or own one of a number of single-family residences or condominiums within reasonable commuting distance of the churches within the District, not to exceed 20 miles. The residences used as models for the calculation shall be in compliance with the Conference standards for parsonages. It is recognized that there may be wide differences in costs within a District. The DCHC or the District group with the responsibility may,

for that reason, determine several costs, depending on the location of the churches in the District. The District Superintendent must approve variances with the approved minimum housing allowance. The District Trustees or DCHC shall provide listings of potential residences to churches within the District that offer housing allowances and to pastors new to the District. In addition to the amount of the housing allowance, an equitable utility allowance, set by the church leadership in consultation with the pastor, shall be paid to the pastor by the church. The church may assist the pastor (if renting is desired) in paying a security deposit. If the church makes such a payment and the rental unit is not left in clean condition and a portion of the security deposit is not returned to the church, the pastor will be responsible for reimbursing the church. It is understood that if the pastor selects a rental unit it shall have an annual lease that will commence at the beginning of the appointment year and end at the conclusion of that year.

PROCESSES

Congregations considering a housing allowance shall consult with the District Superintendent to understand all the positive and negative aspects of housing allowances. Permission must be obtained from the District Superintendent and have the amount approved by the DCHC or the party fulfilling that role before implementing a housing allowance. As a part of the request for permission, the congregation must present a tentative draft budget for the first two years, which demonstrates the impact of the change on the overall fiscal health of the congregation.

If the congregation decides to sell an existing parsonage the church leadership shall follow the guidelines of the current Discipline for the local church to sell a parsonage in regards to local church and District permission. The leadership shall also follow the guidelines of the current Discipline in the use of the funds received from the sale of a parsonage.

Churches currently paying housing allowances below the District minimum rate must develop a plan in consultation with the District Superintendent that is approved by the DCHC or the party fulfilling its duties which would bring the allowance up to District minimum in a reasonable amount of time.

PARSONAGE FURNITURE RECOMMENDATION

There seems to be a wide variety of quality and quantity of furniture provided in the parsonages. Many parsonages have furniture donated by church members who no longer wanted the furniture. Other parsonages are nicely furnished. Some parsonages have minimal furniture and others are extensively furnished. Conflicts about the parsonage between pastor and church often center around the furniture. As the committee checked with other Conferences about parsonage guidelines it came to our attention that many Conferences require the clergy family to provide the furniture.

We have received comments from many clergy families wishing to provide the furniture. It is often traumatic for children when families move. This trauma is greatly reduced if

the child's bedroom contains some of the furniture from the previous address. Many clergy are now entering as second careers and own quite a bit of furniture that they would like to keep. Other families inherit pieces of furniture from parents and other relatives that are important to them. A growing number of parsonage families are now having parent(s) living with them who wish to bring some of their own items. Furniture ownership would make the transition into retirement easier and less expensive.

Getting out of the furniture business would reduce conflicts within the church about the quality of furniture. It would reduce the many conflicts over the damage of furniture due to abuse or normal use. The church will no longer have to worry about the different tastes different clergy families may have.

A growing number of churches are providing a housing allowance, which requires a clergy person to provide own furniture. To be relocated to a parsonage with furniture creates many difficulties.

The committee recommends the following to the standing rules: The clergy person will provide the furniture in parsonages other than certain appliances, window and floor coverings as outlined in the Parsonage Requirements and Guidelines. There shall be a transition with the clergy person required to provide all furniture for bedrooms and study by June 1, 2005 and all other areas of the house by June 1, 2007.

We do ask all clergy and churches to work in a cooperative spirit. If the clergy person wants some of the furnishings presently in the house it is hoped the church will provide a process to make that possible. Most clergy will also be able to get tax breaks for buying furniture if the house is provided.

DISTRICT CLERGY HOUSING COMMITTEE

In the current organization of the Florida Annual Conference there is not a clear process for the handling of clergy housing concerns either on the part of the church or the clergy family. Having studied the operation of other Conferences while developing the housing report for the 2003 Florida Annual Conference we discovered a process followed by other Conferences that we believe would have great benefit to the churches and clergy families of the Florida Annual Conference. We recommend the following organization to be added to the Standing Rules, which creates within each District a clearly identified group of lay and clergy who will handle many of the clergy housing situations.

In each District of the Florida Annual Conference there shall be the establishment of a District Clergy Housing Committee or the responsibilities of such committee may be assumed by the District Trustees as assigned by the District Superintendent. Each District Superintendent has the right to choose the organization they prefer.

If a District Clergy Housing Committee is created it shall be composed of 6 to 9 members elected annually at the same time and method as other leadership of the District is elected. All members shall be active members in local United Methodist Churches of that District.

Membership of the committee should be reflective of the churches of that District including size, race and ethnic makeup. Membership of the committee should reflect the membership recommended by the current Discipline for Conference committees. The 2000 Discipline recommends 1/3 clergy, 1/3 laywomen and 1/3 laymen (608.5).

The responsibilities of the Committee or the District Trustees acting as the committee are:

1. Work in cooperation with the District Board of Buildings and Locations to assure that all proposed parsonages fulfill the requirements for parsonages as stated in the Florida Annual Conference Standing rules and the current Discipline.
2. This committee shall be available to mediate conflicts between churches and pastors in regards to parsonages or housing allowances at the invitation of the District Superintendent.
 - a. Local church (Trustees, Parsonage Committee or Staff-Parish) or clergy family may request mediation.
 - b. Although it has no binding authority, the committee would seek to resolve the issues working with local church, District and Conference leadership.
3. Any church wishing to offer a housing allowance instead of a parsonage shall have the allowance approved by this committee. In reviewing and approving all housing allowances for clergy in the District the committee shall insure the allowance fulfills the current Discipline requirements and the Florida Annual Conference Standing Rules. The committee must review these allowances at least once every four years to insure they represent the housing market of the time.
4. To insure all clergy housing meets Florida Annual Conference Standing Rules requirements by 2007.
 - a. Assist local churches in developing plans to bring parsonages up to the required standard.
 - b. If churches are working in good faith to fulfill standards the committee may extend deadlines up to three years.
5. Inspect each parsonage in the District at least once every four years or more frequently when:
 - a. requested by pastor
 - b. requested by local church Trustees, Parsonage Committee or Staff-Parish Committee.
 - c. needed to insure agreements through mediation are being fulfilled in a timely manner.
 - d. needed to insure upgrades are being done as agreed upon.
 - e. Change of pastors.
6. Will have the authority to make exceptions to Conference Parsonage Standards and Recommendations and housing allowances when special needs exist in consultation with the District Superintendent.

COMMITTEE MEMBERSHIP

Rev. Sharon Austin, Riverview, FL
Ms. Jessica Binkley, Lake Mary, FL
Mr. John Cannon, Lakeland, FL
Mrs. Beth Curry, Deland, FL
Rev. Robert Hornback, Winter Haven, FL
Rev. Moses Johnson, Gainesville, FL
Rev. Warren Langer, Longwood, FL
Mrs. Celia Martin, Lakeland, FL
Mr. Jim Patch, Ft. Myers, FL
Ms. Judith Pierre-Okerson, Miramar, FL

Mr. Vernon Swartsel, Orlando, FL
Mrs. Jean Vanderslice, Lakeland, FL
Melba Whitaker, Lakeland, FL
Rev. Karen Burris, Equitable Comp., Apopka, FL
Rev. Bob Bushong, Bd. of Ordained Ministry,
Winter Park, FL
Rev. Charles E. Weaver, Cabinet, Tallahassee, FL
Jimmy Garrett, Bd. of Lay Ministry, Ocala, FL
Dr. E. Keith Ewing, Lakeland, FL

THE OFFICE OF CONGREGATIONAL TRANSFORMATION (OCT)

Part A

This office was created by action of the Conference in 2002. I was appointed to be its director September 1, 2002. The resolution that established the Office was quite comprehensive in its rationale and in its description of the scope of work envisioned. As I write this report some six months into development of its life much has been accomplished. Certainly much remains to be accomplished. I have articulated theology, ecclesiology, and philosophy in district and local church settings. Access to what I have written and shared is available on the Conference Web site.

Our work is under girded with scriptural imperatives. Some of them are: The Great Commission in Matthew 28:16-21, God's plan for the church's witness in Acts 1:8, the reality of the New Creation in II Corinthians 5:16-21, and the Law of Love in I John 4:7-21.

We have developed and are recommending to the Annual Conference for adoption definitions of transformation, standards for measuring the health of congregations, and categories of congregations that help identify the health status of any congregation. The "categories" are meant to help any congregation assess its effectiveness in fulfilling the Great Commission, in preparation for improving that effectiveness no matter how effective they currently may be.

There are different understandings around the Conference of what transformation means. For some "transformation" refers to the "aha" of seeing the difference between maintenance and mission, and choosing with resoluteness to become missional in congregational lifestyle. "Repentance" is a good metaphor. Just as repentance changes nothing about the current situation except the person's future intention, so the "aha" substantively changes nothing in the congregation's current behavior, but they begin to "see" with different eyes and launch on the long process of aligning behavior with a new vision of what God is calling the church to be.

Others focus on this long process and think of transformation as process rather than seeing and making a choice. There is no finish line... transformation is ongoing... aligning the reality of congregational life and ministry with the Great Commission. Let us agree together that the words transform, transforming, and transformation include both of these meanings.

We have many congregations and pastors who are motivated to transform. To assist in this the OCT will train coaches, assign them to appropriate congregations, and maintain contact with coaches and congregations to oversee and improve the process. Coach and congregation will give appropriate feedback to the OCT.

A well trained coach will help them move forward in:

1. Assessment
2. Developing a plan in response to the assessment
3. Congregational “buy-in”
4. Implementation of the plan
5. Continuous evaluation and adjustment to the plan

Exciting times are ahead. Decisions will be made on:

1. How to best do assessment
2. How to train coaches and deploy them effectively
3. What system(s) to use in implementing a transformational plan

We have revised the old monthly Operation Evangelization Report. It has a new name and a new frequency. It is called The Quarterly Disciple Making Report. Our experience over the next year or two will reveal how effective it is in spurring the making of disciples. We will compile and report the quarterly results and do statistical studies to discern trends and learnings that will help in making disciples.

I ask for you patience and your support by praying and by making suggestions, and most of all I ask for your passionate involvement in your own congregation’s ministry of disciple making.

Part B

In working on our budget recommendations I have come to believe that the allocation of our resources is not consistent with our Mission and Vision Statements. According to these the Conference has two major priorities more important than any other: planting new faith communities that will become churches ... and transforming congregations that are presently not effective in our primary task of making disciples.

Setting priorities is like putting sand and rocks of various sizes in a glass jar. If you put the sand in first, there won’t be room for all the rocks. If you put the big rocks in first, there will be space for all the smaller rocks and sand to fit in around them. It is impossible to get them all in unless the big rocks go in first. Our 2003 budget and the recommendations for 2004 in the opinion of many do not reflect our stated priorities. The “big rocks” aren’t going in first!

Our OCT budget recommendation for 2004 is based on our vision of what needs to be accomplished next year, building on what we accomplish this year. While I believe the recommendation will provide adequate funding in 2004, what about subsequent years? Note that the apportioned amount rose from \$114,000 in 2003 to \$168,000 in 2004. The total OCT budget is \$220,000; the difference is received from sources designated for transformation. The increase is testimony to the importance attached to this work. Still the OCT budget recommendation is less than 10% of the total CCOM budget of just under \$2,000,000, and less than 1% of our total budget of \$18,000,000. This disparity needs careful attention if indeed transformation is one of the top two priorities. The most direct course is to create a proper balance in future budget recommendations, because in future years we will certainly need additional resources for the work of transforming 400+ congregations, one of our “big rocks.” If the apportioned budget cannot provide the needed resources, then OCT possibly should be underwritten with a capital funds campaign similar to the way New Church Development was established.

The 2004 recommendation for New Church Development is another matter. Research from that office established a need for nine new church starts and two new missions in 2004. We are funded for four new church starts and no new missions. Why? There were not enough resources to go around. We could not keep existing programs going at or near current levels and also fund all nine starts and two new missions without an exorbitant increase in apportionments. In order to keep the total budget increase to a tolerable level CF&A decided, with concurrence from New Church Development, to budget for only four new church starts. I think some “small rocks” got in first!

The budget setting process to which I have been exposed for the first time in my tenure in the Florida Conference is at best an unwieldy one. At the outset there are amounts budgeted for General Church programs over which we have no present control. They are what they are because of decisions we made as a conference and as individual congregations two years ago. Rates for health insurance for retirees, and health insurance and property/casualty insurance for conference staff and properties can only be controlled if we choose to reduce coverage or ask individuals to pay a greater share of the cost. Then there is no group with authority to change spending priorities except the Annual Conference. The Conference in its four day session is incapable of making the difficult decisions related to aligning our spending with our vision and mission statements. It is very difficult for the delegates to reduce or eliminate the funding for programs with a long history simply because they do not have sufficient breadth of perspective to determine which programs are the “big rocks” and which are the small ones.

While God is our source, the reality is that God expects us to be obedient stewards in managing the less than infinite resources he entrusts to us. If we want Church Planting and Congregational Transformation to increase our effectiveness in transforming human beings and communities we must fund these top priorities at the appropriate level. **“PUT THE BIG ROCKS IN FIRST!”**

How can our decision making processes be changed so that we always put the resources we have and can expect into the most effective ministries for transforming people and communities, whatever they are?

It is probably too late to make substantive changes for 2004 but it is not too late for 2005! I think I have stated the problem accurately. Does anyone have a plan to resolve it?

Resolution 1
Definition of Transformation

Transformation has two dimensions:

- The “aha” of seeing the difference between maintenance and mission, and choosing with resoluteness to become missional in congregational lifestyle.
- The long process of aligning congregational behavior with the vision and mission that God is calling the church to be and do ... the Great Commandment and the Great Commission.

When we use the words transform, transforming, and transformation, we understand both of these meanings are included.

Congregational Transformation is people . . . *moving evermore completely... to embrace* with clarity and passion...the mission Jesus gave the Church!

Resolution 2
Eight Characteristics of a Transforming Congregation

Comes with the recommendation and approval of the Conference Table; Based on material from Church Smart Resources: NATURALCHURCH DEVELOPMENT

Italics are insertions from the Conference Committee on Congregational Transformation

1. EMPOWERING LEADERSHIP

Effective leadership begins with an intimate relationship with God, resulting in Christ like character and a clear sense of God’s call. As spiritual maturity increases, effective pastors and leaders multiply, guide, empower and equip disciples to realize *their* full potential and work together to accomplish God’s vision.

The pastor exerts firm clear leadership, defining reality and offering hope. He/she is clearly trusted by the congregation and has developed close cooperative relationships with the leaders, elected and informal.

2. GIFT-ORIENTED MINISTRY

The Holy Spirit gives to every Christian spiritual gift(s) for the building of God’s kingdom. Church leaders have the responsibility to help believers discover, develop and exercise their gifts in appropriate ministries so that the body of Christ “grows and builds itself up in love.”

Lay persons are trusted to conceive and implement ministry within the bounds of the vision and mission statements with minimal control from pastor and governing bodies.

3. **PASSIONATE SPIRITUALITY** - Effective ministry flows out of a passionate, contagious spirituality. Spiritual intimacy leads to a strong conviction that God will act in powerful ways. The nature of this characteristic becomes evident by examining the prayer life, personal use of the Bible and other factors affecting personal spirituality.

There are clearly defined membership responsibilities that give substance to the liturgical promises of offering our “prayers, presence, gifts and service.”

4. **FUNCTIONAL STRUCTURES** - The Church is the living Body of Christ. Like all healthy organisms, it requires numerous systems, which work together to fulfill its intended purpose. In order to develop functional structures, look at organizational structures and systems, leadership oversight, vision, goals, and planning, and creativity and managing change.

There is a clearly defined plan (core process) for enrolling, teaching, training, developing, deploying, and nurturing disciples with the strong expectation that all members will be involved in it at levels appropriate to their place in life.

5. **INSPIRING WORSHIP** - Inspiring worship is a personal and corporate encounter with the living God. Both personal and corporate worship must be infused with the presence of God resulting in times of joyous exultation and times of quiet reverence. Inspiring worship is not driven by a particular style, but rather, the shared experience of God’s awesome presence.
6. **HOLISTIC SMALL GROUPS** - Holistic small groups are disciple-making communities which endeavor to reach the unchurched, meet individual needs, develop each person according to their God-given gifts and raise leaders to sustain the growth of the church. Like healthy body cells, holistic small groups are designed to grow and multiply.
7. **NEED-ORIENTED EVANGELISM** – Need oriented evangelism intentionally cultivates relationships with pre-Christian people so they can become fully devoted followers of Jesus Christ who are actively participating within the life of the church and community. Using appropriate ministries and authentic relationships, believers can guide others into the family of God.

There is at least one program or ministry designed to help with the needs of the community for which the church is positively legendary on the community grapevine.

8. LOVING RELATIONSHIPS - Loving relationships are the heart of a healthy, growing church. Practical demonstration of love builds authentic Christian community and brings others into God's kingdom. Unfeigned, practical love has a divinely generated magnetic power. People do not want to hear us talk about love, they want to experience how Christian love works.

The congregation understands it belongs to the Church universal, one expression of which is the Florida Annual Conference of the UMC. The congregation also understands itself as a missionary outpost of the Conference and an expression of the Body of Christ at a particular geographic location.

Resolution 3 Categories of Congregations

There are FIVE CATEGORIES of congregations. The reason for establishing the categories is to focus congregational attention on assessment of their effectiveness in disciple making in light of the Great Commission (Matthew 28:16-20) and the Great Commandment (Matthew 22:35-40).

The categories are defined in terms of congregational ministry orientation, i.e. the blend of outward and inward focus in ministry. Outward focus is directing ministry to the spiritual growth and needs of non/nominally religious persons in the community. Inward focus is directing ministry to the spiritual growth and needs of members. Each congregation chooses the category consistent with their current ministry focus in consultation with their District Superintendent and the OCT. The choices of all conference churches will be listed in a table kept current by the OCT, used by the Cabinet in appointment making and in assisting the congregations, and in measuring the progress toward faithful obedience to the Great Commission by our Annual Conference. The table will not be confidential. Congregations who have not yet identified their category based on the descriptions below will be listed as "yet-to-be-categorized."

- BEGINNING (creating or reclaiming a healthy balance of inward and outward focus) - A congregation in chronological infancy who is clarifying and adopting its mission to make disciples, or one who has been in decline and is rediscovering its mission to make disciples.
- TRANSFORMING (a healthy balance of inward and outward focus) - A congregation whose primary mission is making disciples among the least, last, and lost people of their community.

Transforming congregations make loving servant connections with people in their community to invite them to faith in Jesus. They have a heart for the pre-Christian and the nominally Christian. They will likely show increase in the number of people receiving ministry (i.e. avg. worship attendance, professions of faith, etc.) though such growth is not the goal.

Transforming congregations also care for one another within the church family and continually provide opportunities for persons to grow in the knowledge, love, and service of Jesus Christ. Full devotion to Jesus Christ is an expected goal for each person in the congregation.

All healthy congregations are transforming ones, and over time the number of them will increase.

- **REPRODUCING** - A Transforming congregation who is choosing to initiate the formation of new faith communities

Most of the new faith communities initiated by Reproducing congregations will become independent congregations. They will have the same passion for disciple-making and nurturing as the mother congregation. There are many models of faith communities available and more will be created by these innovative congregations.

- **MAINTAINING** (primarily inward focused) - A congregation, whose primary ministry orientation is care for members.

Maintaining congregations prioritize an inward ministry focus with no foreseeable change in this orientation.

As long as the congregation is viable, pastoral leadership will be appointed, whose main responsibilities will be to preach, give pastoral care, and in general serve as chaplain to the congregation. From time to time the DS and/or OCT may revisit with the congregation the decision to be MAINTAINING. But otherwise, unless they ask for such help, neither the DS nor OCT will pursue transformation with them. Almost all MAINTAINING congregations are in decline or soon will be. Their likely future is continued decline and eventual closure.

- **DYING** - A congregational whose process of decline is irreversible

The congregation may acknowledge this or the District Superintendent may make this judgment without agreement of the congregation. In either case procedures for closing would be followed.

Other Definitions:

The terms “mission,” “new church,” and “exploring” are not properly categories. “Mission” and “new church” describe stages of development in the new church start process. Neither of the three are descriptive of ministry orientation. Here are their definitions:

Mission: An embryo in process of becoming a church.

Some may never reach that status. Mission congregations are supervised by the Conference Committee on New Church Development and/or the respective District’s corresponding committee.

New Church: A congregation chartered, as a step in the Conference’s New Church Start process, for less than 5 years.

New Churches are likely, but not automatically, to be transforming as a natural result of being a newly created faith community. They may invite OCT to help them to remain so. They continue with mentoring by the Director of and the Committee on New Church Development.

Exploring: Though it was included as a category in earlier versions of this document, “Exploring” is now understood as a decision making moment that may occur many times in a congregation’s life. We will use “exploring” to describe congregations which are at a decision-making cross-roads. A MAINTAINING congregation may “explore” becoming a TRANSFORMING congregation, and a TRANSFORMING congregation may “explore” becoming a REPRODUCING one. In a *de facto* way the reverse could also be true. By inattention to the continuous need for transformation a REPRODUCING congregation or a TRANSFORMING one could settle back into MAINTAINING.

Help from the OCT is available to any congregation that seeks it. The OCT will seek to lead yet-to-be-categorized and other congregations to consider how transformation may benefit them. It is understood that the OCT will spend its resources in support of the mission for which it was created, transformation.

CONFERENCE COUNSELING NETWORK

Who counsels the counselors? A rhetorical question to be sure but it raises the issue of who takes care of the shepherds, their families and church employees?

The need for a counseling ministry for church workers was first voiced in the 1966 Annual Conference. This ministry began in 1971 with one counselor and evolved in 1986 into the Conference Counseling Network – an association of Christian and Jewish mental health providers with offices across the state of Florida. Our Mission is to provide the Annual Conference with competent pastoral leadership through professional counseling for United Methodist clergy, their families, church lay employees and their families. Professional counseling is provided through Network Counselors who are highly qualified, licensed therapists and/or certified pastoral counselors who are admitted through an extensive application process. Network counselors agree to provide their services to eligible persons at a reduced fee.

The Counseling Network maintains a current list of all Network counselors on the Annual Conference Web Site [http:// www.flumc.org](http://www.flumc.org). Click on the Links-Additional Ministry tab on the right side of your screen and then select Other FLUMC.ORG sections. (<http://www.flumc.org/tcn/index.htm>) You can download and print the Network Counselor Directory.

As is frequently the case, the cost of counseling may exceed the ability of the client to pay. In these cases a subsidy is available. The Network Counselor will make application for the subsidy for qualified individuals; there is no mention of the client's name in these subsidy requests.

The Network Counselors in all reports and subsidy requests maintain strict confidentiality. Names are never reported, only statistics.

The Counseling Network has provided the following vital service to our Annual Conference in the period May 31, 2001 – April 30, 2002. 202 clergy and family were seen for 1,250.5 hours and 63 lay employees and their families were seen for 352 hours. A total of 265 persons were seen for 1,602.5 hours. Thirty-one Subsidies were granted in 2002 for \$6,896.

I would like to thank the members of the Conference Counseling Network Committee and all of the Network Counselors for the service they have provided to our Annual Conference. I would like to especially thank Mrs. Jean Vanderslice, our Network Coordinator. Her hard work and dedication keeps the Network functioning smoothly.

Dan Jones, Chairperson

ELECTION PROCEDURES COMMITTEE

Following are recommendations from the Election Procedures Committee:

1. A person will be elected when they receive 50% of the vote casts on each ballot plus one. That number will be determined at the end of each ballot. There are no invalid ballots as in past years. If a mistake is made on one vote, it will only affect that one vote.
2. Once the first ballot has been tabulated, every person's name and their vote will be read and displayed. Starting with the second ballot, only those persons with 25 votes or more will be read and displayed.
3. When the 15 delegates to General Conference and the 15 delegates to Jurisdictional Conference have been elected, there will be one more ballot. The top seven people on that ballot will be the alternates.

COMMITTEE ON EPISCOPACY

The Committee on Episcopacy is privileged to begin another year of working with Bishop and Mrs. Whitaker. It is our desire to support them with our concern and prayers, and to serve and assist them in any way we can.

The Committee met with Bishop and Mrs. Whitaker in Lakeland on June 13, 2002. Bishop Whitaker shared with us his goals for working with the Cabinet, his plans for Elder Effectiveness Training and for the area of Equitable Compensation, and informed us concerning his many responsibilities with the Council of Bishops. Other plans for this year included establishing the Office of Congregational Transformation, creation of the Conference Table, working with the Board of Lay Ministry on apportionment awareness, and enhancing the nominating process for Conference Committees. The Bishop is continuing his teaching Ministry in each of the 14 districts, has attended many lectures and workshops around the country, and stated a deep concern for the people of the country of Angola, where our presence needs to be offered.

Mrs. Whitaker spoke of her work with clergy families in crisis and the desire to fund, through a grant from the Eli Lilly Company, a healing house for families who need retreat and counseling. Mrs. Whitaker is also active in the UMCOR group of clergy spouses who visit rural health care centers.

The Committee wishes to express its deepest appreciation to Bishop Whitaker as he continues to serve as our visionary leader in the Florida Conference. We have been deeply blessed with his commitment and leadership.

The Committee is also deeply grateful to Dr. Keith Ewing for his expert guidance through his Office as Assistant to the Bishop. Dr. Ewing has always been helpful and available to the Committee on Episcopacy as well as to Bishop Whitaker.

Kathleen Rydell, Chairperson

BOARD OF HIGHER EDUCATION & CAMPUS MINISTRY

Your Board of Higher Education and Campus Ministry is a Mission of the Florida Annual Conference to students in colleges and universities throughout the State of Florida. Our Board is comprised of lay representatives, clergy representatives and campus ministers who are clergy or laity. These persons are committed to the work of making disciples and developing leadership in the United Methodist Church. Some of our greatest resources and gifts for the future church lay in the work and ministry of our Wesley Foundation Directors and their student leaders.

As a Board, we are also committed to transformation, working cooperatively with the Annual Conference through the Conference Table, the Conference Council on Ministries, The Conference Board of Trustees and the Office of Transformational Ministries. We are continually evaluating our structure of accountability both as a board and individual campus ministry units. Comprehensive assessment visits are bringing about a transformation in the way we do Campus Ministry. These assessments are moving us to focus on developing future leadership in the United Methodist Church as essential to the work of each unit. In evaluating the effectiveness of Campus Ministry to develop leadership, we have made significant changes in a number of our sites. This visionary process is leading us to partner with local churches to serve as campus ministry sites. We are now in the visioning stage of becoming a partner with local church young adult ministries as one way to assist the Annual Conference in developing young disciples as ministers/servants in the United Methodist Church. We covet your participation, prayers, and support of Campus Ministry in your area and around the State of Florida.

We have also sought to realize our vision and our dreams with a decrease in our annual budget that will not directly affect our primary Conference support for each Campus Ministry unit and our colleges. Due to some creative work accomplished in the Office of Connectional Ministries in the area of staffing and a projection of less demands in our Maintenance Budget for 2004, we have been able to offer the Annual Conference a reduced Budget from 2003 within which we can function effectively. We are encouraging local units to raise more of their ministry support, and that is reflected in the decreased percentages of their budgets that will be coming from apportionments.

Rev. John E. Denmark, BHECM Chairperson

2004 BUDGET PROPOSAL

BHECM VISION STATEMENT: Higher Education and Campus Ministry is the United Methodist Church at work on Florida's college and university campuses, raising up a new generation of Christian leaders.

BHECM MISSION STATEMENT: Higher Education and Campus Ministry is developing Christian Disciples on Florida's college and university campuses by:

- Calling students into a personal relationship with Jesus Christ.
- Training them to become servant leaders.

- Sending them out to serve God through the local church.
- Encouraging the development of Christian community.
- Affirming and supporting the relationship between the Florida Annual Conference and Florida's United Methodist-related institutions of higher education: Bethune-Cookman College and Florida Southern College.

CAMPUS MINISTRY UNITS:

Florida Agricultural and Mechanical University, Tallahassee

Campus Ministry Center at FAMU, Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 52%

The purpose of FAMU Campus Ministry is to provide ministry opportunities to over 13,800 students, faculty and staff. The budget request will provide funding for the following: Campus Minister's salary and benefits, part-time support staff salary, campus ministry programs, and property maintenance (parsonage property value \$90,000.00; Wesley Foundation property value \$180,000.00) FAMU campus ministry programs include: pastoral counseling/care, Church-related vocational counseling, weekly worship service, student and faculty discussion format luncheons, Bible studies, leadership training, spiritual formation encounters, evangelism outreach, retreats, mission opportunities, seminary interviews, small group fellowships, educational scholarships and fellowship activities.

Florida State University, Tallahassee

Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 56%

FSU Wesley Foundation is dedicated to bringing the Gospel to Florida State University's 42,300 students, faculty and staff. The budget request will provide funding for the following: Campus Minister's salary and benefits, support staff salary, staff intern program, campus ministry programs, as well as building maintenance on the Wesley Foundation, Chapel, and parsonage (Wesley Foundation and Chapel property value \$2,400,000.00; parsonage value \$150,000.00) FSU Wesley campus ministry programs include: freshmen outreach program, student internships, pastoral counseling/care, weekly traditional worship service, weekly praise and worship service, Bible studies, fellowship dinners, campus evangelism, prayer ministry, mission trips, small groups, Church-related vocational counseling, community service opportunities, Upper Room residential student staff, praise band, prayer garden, drama team, and fellowship activities.

University of Florida, Gainesville

University United Methodist Church and Student Center

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 57%

University United Methodist Church & Student Center is a unique combination of both church and campus ministry student center. Its purpose is to focus on the spiritual needs of the University of Florida's 61,500 students, faculty and staff, as well as the surrounding Gainesville community. The budget request will provide funding for the

following: Minister's salary and benefits, support staff salaries, student center ministry programs, property maintenance of church, student center and parsonage (Church property value \$3,300,000.00; parsonage value \$130,000.00.) Ministry programs include: providing pastoral counseling/care for both church and student center, weekly worship services, Bible study groups, Sunday school classes, retreats, small groups, evangelism outreach, mission trips, community service opportunities, Church-related vocational counseling, Maranatha Choir, hand bell choir, Upper Room residential student staff program, leadership training, and fellowship events.

University of Miami, Coral Gables
Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 57%

University of Miami Wesley Foundation is offering Christ to the more than 22,500 students, faculty and staff of the University of Miami. The budget request will provide funding for the following: Campus Minister's salary and benefits, support staff salaries, campus ministry programs, building maintenance for University of Miami Wesley Foundation and parsonage (Foundation property value \$773,000.00; parsonage value \$197,000.00) Campus Ministry programs include: pastoral counseling/care, weekly worship service, weekly coffee house, Bible studies, small groups, mission trips, prayer group, drama group, dance team, praise band, community service projects, evangelism outreach, Church-related vocational counseling, Upper Room residential student staff, leadership training, Christian library and fellowship activities.

Stetson University, DeLand
Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 52%

The Wesley House at Stetson University is dedicated to sharing, deepening and enriching the Christian faith of Stetson's 3,100 students, faculty and staff. The budget request will provide funding for the following: Campus Ministry Director's salary and benefits, campus ministry programs, and Wesley Foundation building maintenance (property value \$530,000.00.) Campus Ministry programs include: pastoral counseling/care, weekly worship service, Bible studies, prayer ministry, small groups, drama and puppet ministry, mission trips, evangelism outreach, spiritual retreats, community service projects, fellowship dinners, coffee house, Upper Room residential student staff, leadership training, Church-related vocational counseling, Christian library and fellowship activities.

University of Central Florida, Orlando
Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 51%

The Wesley Foundation seeks to minister to the 42,000 students, faculty and staff of the University of Central Florida. The budget request will provide funding for the following: Campus Minister's salary and benefits, campus ministry programs and parsonage maintenance (parsonage property value \$111,000.00) UCF ministry programs include:

pastoral counseling/care, weekly worship service, Bible studies, small groups, small group leadership training program, international and local mission trips, community service projects, evangelism outreach, fellowship dinners, Church-related vocational counseling, student leadership training, staff intern program and fellowship activities.

University of South Florida, Tampa

Crosswinds – USF Wesley Foundation

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 59%

The Crosswinds campus ministry has the opportunity to reach the University of South Florida's 49,000 students, faculty and staff on four campuses throughout the central gulf coast area. The budget request will provide funding for the following: Campus Minister's salary and benefits, support staff salary, ministry programs and building maintenance for the Wesley Foundation and parsonage (Crosswinds property value \$250,000.00; parsonage value \$150,000.00.) Crosswinds provides the following programming: pastoral counseling/care, student leadership training, weekly worship service, small groups, prayer teams, Bible study, mission trips, evangelism outreach, service projects, residential staff team, Church-related vocational counseling and fellowship activities.

University of North Florida, Jacksonville

Access College Student Ministry – Crossroads UMC

Percentage of Campus Ministry Budget Funded by FAC Apportionments: 21%

Access is a church-based college student ministry which provides worship opportunities for over 13,000 students, faculty and staff at the University of North Florida. The budget request will provide funding for the following: College student ministry staff salaries and benefits, and ministry programs. Campus Ministry programs include: pastoral counseling/care, Access contemporary worship services, Bible studies, student leadership training, music ministry, small group ministry, and mission trips.

Florida Gulf Coast University, Fort Myers

The requested funds will allow the Board of Higher Education and Campus Ministry in cooperation with the Fort Myers District, to establish a new campus outreach to Florida Gulf Coast University. Campus Ministry programs will be run in cooperation with local United Methodist congregations and include the following: pastoral counseling/care, small group outreach to university apartment complexes, weekly worship opportunities, Bible studies, and fellowship activities.

Grant Money

Ecumenical ministries are eligible to apply for a grant up to, but not more than the amount received from any other single denomination, including local churches. The grant is not to exceed \$8000.00. All campus ministries may apply for grants of up to \$5000.00 for new ministry programs on the basis of their creativity. The purpose of this

program is to stimulate new ministry ideas. The deadline for submitting request for these grants is June 1, 2004, and they are required to have matching funds.

Florida United Methodist Student Movement - Student Conferences

The Board of Higher Education and Campus Ministry sponsors a yearly state-wide United Methodist Student Movement Retreat at the Warren W. Willis United Methodist Camp. This event was first organized in the 1930's. There is no substitute for the vitality that comes from intercollegiate relationships among Christian students. This retreat gives college students from Florida United Methodist campus ministries and local church congregations the opportunity to grow spiritually, share programming ideas, and enlarge their circle of Christian peers.

Campus Ministry Staff Intern Grants

This Wesley Foundation Campus Ministry Staff Intern Grant Program is designed to assist campus ministries in creating full-time staff-intern positions. These internships give college graduates an opportunity to gain valuable experience and training in both practical and theoretical aspects of ministry. They dedicate one year of their lives to learning about and experiencing full-time Christian service to college students. It is the desire of the BHECM that these interns will discover and use their spiritual gifts, develop theologically, and gain practical ministry training. Many of these young people intend to pursue positions in church-related ministry as a career.

CAMPUS MINISTRY EVALUATION/EFFECTIVENESS CRITERIA:

Campus Ministry Units and Campus Ministry Executive Directors are evaluated annually by the Conference Board of Higher Education and their local Board of Directors; requirements include detailed program, financial, and personnel reports. Ministries are evaluated by the standards set forth in the BHECM document "Criteria for an Effective Campus Ministry". BHECM assessment teams now travel to each campus ministry twice per quadrennium for comprehensive on-site reviews.

UNITED METHODIST COLLEGES:

Since its inception, the United Methodist Church has demonstrated a deep commitment to learning and higher education. We share a rich heritage of quality academics strengthened by Christian values. United Methodist educational institutions are true to the principles of a liberal arts education, which exposes students to a wide range of disciplines. More importantly, they teach young people to create a vision of themselves as leaders and achievers so they can apply their faith and education to a career that enriches their lives. The Board of Higher Education and Campus Ministry considers it essential to continue financial support of our two Florida Annual Conference United Methodist-related colleges: Bethune-Cookman College and Florida Southern College.

Bethune-Cookman College, Daytona Beach
(Bethune-Cookman receives additional funding from the Black College Fund)
Florida Southern College, Lakeland

BHECM ADMINISTRATION:

Short-Term Goals:

- To conduct yearly evaluations of campus ministries for the quality of their performance, the integrity of their mission, fiscal responsibility/annual financial audits, and their response to the missional goals of the United Methodist Church.
- To provide young adult ministry resources to local United Methodist Churches, including a local church young adult ministry resource handbook.
- To facilitate stronger district interest, leadership and support in the districts where our campus ministry units are located. Recruit and train “District Interpreters” - host training events to assist them in telling the story of campus ministry in their respective districts.
- To focus on providing campus ministers with new resources and continuing education events to enrich their professional development; including an annual campus minister’s retreat.
- To promote the United Methodist Student Day Offering, The Black College Fund, and scholarship and loan opportunities for United Methodist students. The BHECM will administer scholarship funds rebated from the General Church.
- To promote the Eulalie Ginn Foundation for Higher Education, which seeks to help campus ministries build financial endowments and assist local boards in fund-raising training.
- To provide local campus ministry boards of directors with our newly developed board training handbook, and assist with board orientation events.
- To continue publication of our bi-annual BHECM Florida Conference Newsletter, which provides resources for local churches and persons in ministry to collegians.
- To conduct a yearly property management survey for each campus ministry building under our guardianship.
- To present to the Council on Finance and Administration the financial needs for adequate support of the colleges, Wesley Foundations, and ecumenical ministries related to the Annual Conference for apportionment to the churches within the conference.
- To provide financial and leadership development support for the newly formed United Methodist Student Movement Florida Conference Leadership Team.

Medium-Term Goals:

- To conduct extensive on-site visitations and evaluations of campus ministry units twice each quadrennium, including detailed interviews with students, local board of directors, university faculty, and Wesley Foundation staff. Assessment teams will be comprised of BHECM members.
- To continue building a network of young adult ministries at community college campuses by encouraging and resourcing local church congregations to reach out to campuses not currently served by a Wesley Foundation.
- To interpret systematically to the conference, districts, and all local churches the conference programs of campus ministry and United Methodist-related colleges, encouraging their support and participation.
- To study current and developing trends in campus ministry for the creation of new ministry models.

BOARD OF HIGHER EDUCATION & CAMPUS MINISTRY
2004 Budget Worksheet

(For Informational Purposes Only. For final budget approved by the 2003 Florida Annual Conference, please see report of the Council on Finance and Administration.)

	2002 Budget	2003 Budget	2004 Proposed
Campus Ministry			
FAMU - Tallahassee	87,351	88,351	95,000
FSU - Tallahassee	138,064	139,064	140,000
UF - Gainesville	108,695	109,695	113,000
UM - Miami	127,482	128,482	130,000
Stetson - DeLand	62,907	63,907	70,000
UCF - Orlando	66,950	67,950	78,000
USF - Tampa	63,718	64,718	76,000
Jacksonville District	25,750	25,000	20,000
FGCU - Ft. Myers	35,000	5,000	5,000
Grant Money	50,000	40,000	5,000
UMSM - Conference	7,000	9,833	9,000
Contingency	15,000	15,000	12,000
Staff Intern Grants	30,000	17,000	3,000
TOTALS	817,917	774,000	756,000

	2002 Budget	2003 Budget	2004 Proposed
UM Colleges			
Bethune - Cookman	113,000	100,000	100,000
Florida Southern	428,000	400,000	360,000
TOTALS	541,000	500,000	460,000

	2002 Budget	2003 Budget	2004 Proposed
ADMINISTRATION			
Office & Meetings	13,000	14,000	15,000
Salaries & Benefits	65,000	70,000	60,000
Property Maintenance	100,000	90,000	40,000
Resource Development	5,000	2,000	1,500
Property Acquisition - USF	16,000	0	0
TOTALS	199,000	176,000	116,500

TOTAL BUDGET	1,557,917	1,450,000	1,332,500
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Wesley Foundations are the leading-edge expression of United Methodist belief in action, in the lives of young believers. Our desire is that their faith established today will stand firm tomorrow.

CONFERENCE LEADERSHIP COMMITTEE
(NOMINATIONS)

(See Part I, Conference Administration, Quadrennial Committees, Boards and Agencies)

OFFICE OF THE CHANCELLOR AND LEGAL ADVISORY COUNCIL

Mission: To provide excellent and helpful advice as the Chancellor advises the Bishop and the Annual Conference, including District Superintendents, and as members of the Legal Advisory Council assist District Superintendents with legal issues impacting the districts they serve.

Short Term Goals: To coordinate communication between and supplement the training of attorneys in each district who are willing to give of their time and serve as a resource for the District Superintendent.

Medium Term Goals: To coordinate the work of the Legal Advisory Council by capitalizing on their specialized areas of expertise, thereby permitting an attorney in one District to call upon the expertise of another attorney located in a different District. Face-to-face meetings, as well as use of the Internet, provide mechanisms for the Council to work as a team.

Criteria To Be Applied: The ability to respond to the needs of the Bishop and Cabinet is the best indicia of the success of the Chancellor and the Legal Advisory Council.

Use of the members of the Legal Advisory Council by the District Superintendents is another indicia of success. The degree of interaction among Council members will be another barometer for judging effectiveness as well as soliciting comments, formally and informally, from District Superintendents.

In some cases members of the Legal Advisory Council will not be in a position to provide the requisite legal advice on a pro bono basis due to the amount of time required, or, because of a lack of expertise in a given area. On these occasions, not anticipated to be many, it will be necessary to incur a fee for services. The extent to which the expense of outside counsel can be curtailed will be another indicia of the effectiveness of the Legal Advisory Council.

Criteria In Determining Allocation of Resources: The small amount of people serving in this position, the infrequency of the need to meet, and the relatively small budget, dictates that decisions concerning the allocation of resources reside in the discretion of the Chancellor in consultation with the Conference Treasurer.

Results of Past Years: The Chancellor has been available and has responded on numerous occasions to calls from conference personnel, including the office of the Bishop, the Office of the Conference Treasurer, the Office of Risk Management, and a variety of questions from District Superintendents and local churches. Some Districts are further along in making use of local attorneys who serve on the Legal Advisory Council. It is anticipated more districts will be making use of the attorneys now identified in their district.

Respectfully submitted,
Paul B. Butler, Jr., Conference Chancellor

COMMITTEE ON MEMOIRS

Guidelines For Writing Memoirs

A memoir of a deceased minister, when printed in the Conference Journal, becomes an important, permanent, historical record and should contain certain basic biographical information so that it will be an authentic and complete record of a minister's life and ministry.

A memoir is not a eulogy, not a memorial or funeral sermon, and is not the place for sentimentality, triteness, or excessive use of adjectives. Lengthy quotations of poems or hymns should also be avoided.

A memoir is a document that encompasses in a few paragraphs the record of a minister's life and ministry, and may include a simple evaluation statement. While memoirs should not be stereotyped, they should conform to certain standards as to content.

The content of the memoir should be similar to that contained in any standard "Who's Who," but with sufficient enlargement to make it not only readable, but also a document encompassing the totality of an individual's life. Certain facts are basic and essential for inclusion within a memoir. The style of writing and the method and order of presentation may differ, but the memoir should contain the following information, either within the body of the memoir or listed at the end if not included in the text itself:

Personal life, early period:

- Complete name of the deceased
- Date and place of birth
- Names of parents, including mother's maiden name
- Relationships to well-known persons of the past can be noted if they exist

Educational background:

- Schools and college attended, with dates
- Degrees and honors received, with dates

Ecclesiastical data:

- First church membership (name of church, location, date)
- Dates of ordination and admission to Annual Conference
- Appointments served, with dates
- Special areas of service on conference boards and agencies
- Retirement date, and any service after retirement

Personal life, late period:

- Date of marriage and name of spouse (including maiden name of wife)
- Full names and birth dates of children (including married names)
- Date and circumstances of death
- Date and place of funeral and burial
- Names of officiating clergy

Writers of memoirs should present a copy of the memoir to a member or members of the deceased minister's family so that it can be checked for accuracy before it is sent to the conference secretary.

These guidelines were supplied by the General Commission on Archives and History, The United Methodist Church, P. O. Box 127, Madison, New Jersey 07940.

NEW CHURCH DEVELOPMENT NEW CHURCH START BUDGET REQUEST FOR 2004

Pastoral Compensation for New Churches: The Annual Conference will provide the Denominational Average Compensation (D.A.C.) plus health insurance and pension to districts for clergy compensation for new churches within each district on the following basis: first 12 months, 100%; second 12 months, 65%; third 12 months, 30%. The D.A.C. for 2004 will be \$49,325 (salary and housing). Health insurance is estimated at \$11,304 and MPP/CPP at \$5,919. The maximum possible compensation for 2004 is estimated to be \$66,548 at 100%, \$43,256 at 65% and \$19,964 at 30%.

	Jan-May	June-Dec	Jan-May	June-Dec	Jan-May	June-Dec
BP		38,818			8,319	11,645
DL			18,023			11,645
FM		38,818				
GN						
JA	55,460	38,818	9,012	63,083		
LA						
LE	27,730			25,233		
ME		38,818				
MI	27,730		18,023	25,233	16,638	
OR		38,818	18,023		8,319	11,645
SP	69,325			63,083		
SR						
TL						
TM		38,818				
Total	180,245(1)	232,908(2)	63,081(3)	176,632(1)	33,276(4)	34,935(3)

TOTAL PASTORAL COMPENSATION \$721,077

(1) Eight new ministries launched in 2003:

Ponte Vedra, Jacksonville (stand alone)
OakLeaf, Jacksonville
Ocean Way, Jacksonville
Marion Oaks Hispanic, Ocala, Leesburg (from mission status)
The Lighthouse, Miami
First Hispanic, Clearwater, St. Petersburg (from mission status)
Hope Satellite, Port Richey, St. Petersburg
South St. Petersburg

(2) Six new ministries projected for June 2004:

Hollywood (re-start), Broward Palm Beach
Gulf Coast, Fort Myers
Lake Asbury, Jacksonville
West Port St. Lucie or West Brevard County (Viera), Melbourne
Horizons, West or East Colonial (Avalon Road), Orlando
Multi-cultural or Young, seeker-oriented, Tampa

(3) Two ministries launched in 2002:

Christ, St. Augustine, DeLand
Spring of Life, Orlando

(4) Five ministries launched in 2001:

LaNueva Iglesia, Miami
Christ's Community, Miami
City Ministries, Miami
New Hope, Orlando
English Speaking Korean, Fort Lauderdale, Broward Palm Beach

(5) Churches disbanded

Indiantown, Melbourne
Wabato, Melbourne
First Hispanic, Miami
Trinity, St. Petersburg

Training and Testing for Clergy interested in/appointed to new church starts: Pastors who have been nominated by their district superintendent, screened by the executive director of church development and approved by the Cabinet will participate in the six day School of Congregational Development in August 2004.

Funding: \$20,000

Financial Assistance to Districts launching new missions: Districts that launch new missions will receive assistance in the amount of \$15,000 a year for a maximum of three (3) years to help with facilities, supplies, programs, part-time pastoral support and other costs. Missions projected to be launched in 2004: None; New Missions launched in 2003: Hispanic: Village, Broward Palm Beach District; Hispanic, Deltona, DeLand

District; Hispanic, Arcadia, Sarasota District; Vietnamese, Tampa District; New Missions launched in 2002; Golden Gate, Fort Myers District; Hispanic, Sebring, Lakeland District; Hispanic, Lakeland District; Vero Beach Haitian, Melbourne District; Hispanic, Sarasota District; Parrish, Samoset, Lake Placid, Palmetto, Sun City.

Funding: \$195,000

Contract with Percept: To provide demographic data necessary for making new church start decisions. This information is available to any group within the Annual Conference through the Office of New Church Development. By the Conference being a client of Percept, Percept services to local churches such as Ministry Area Profile and Revision are available at discounted prices.

Funding: 14,000

Meetings of Committee: The Committee meets in January, May and October to conduct the business of new church development. There are twenty-three (23) members of the committee.

Funding: 6,000

	956,077
Self-funded	<u>113,792</u>
TOTAL NEW CHURCH START NEED	\$842,285

THE ORDER FOR DISBANDING SEVERAL CONGREGATIONS OF THE 2003 FLORIDA CONFERENCE

Carol Conner: Bishop Whitaker and delegates to the Annual Conference. The Committee on New Church Development has as one of its responsibilities to report to you for your action on the discontinuation of local congregations that have made the decision to disband. I certify that the four following congregations have each voted in a duly called charge conference to voluntarily disband and have instructed that all property and assets be transferred to other United Methodist entities; that the remaining members have been transferred to churches of their choices; that the Cabinet has voted concurrence with the discontinuation of these congregations; and that the Committee on New Church Development has confirmed the decision for these congregations to disband. Can we vote after each church is mentioned? (BISHOP'S REPLY) After the reading of the names and the votes, we will enter into a service of thanksgiving and remembrance for each of these four churches.

Indiantown in the Melbourne District
Anne Burkholder, Superintendent, Melbourne District

A Methodist church was organized in Indiantown in 1961, when the East Coast of Florida was beginning to grow as a result of the space program. The first minister was R.W. Woolwine.

Wabasso in the Melbourne District
Anne Burkholder, Superintendent, Melbourne District

In the early 1880s a Methodist minister was sent as a missionary to the Florida East Coast, making regular stops at Wabasso, known then as Orchid, and a Sunday school was begun there. Revival services in 1916 led to the establishment in 1917 of the Wabasso Methodist Episcopal Church, the first religious organization in the town. C.C. Wilson was the first minister.

First Hispanic, Miami, in the Miami District
Clarke Campbell-Evans, Superintendent, Miami District

First, Hispanic, traces its roots to 1966, when the Miami Parish of the Florida Spanish Ministries was established and Jose Morales was appointed to serve Hispanics at First and Tarboux churches. Norka Feijoo then became the associate pastor for Hispanic work at Miami First. By the early 1980s the congregation had become chartered, with Eleazar Legra serving as minister.

Trinity, St. Petersburg in the St. Petersburg District
Kevin James, Superintendent, St. Petersburg District

In the fall of 1926 a young evangelist named J. Wallace Hamilton, and his friend, A.G. Donald, held tent meetings on the south side of St. Petersburg. Interest in these meetings developed, and it became apparent that a church was needed in the community. Thus, Trinity Methodist Episcopal Church, South, was formally organized in January 1927, with Hamilton as its first pastor.

Bishop Whitaker: These four congregations were organized as a part of Christ's Holy Church and of The United Methodist Church.

They were God's gifts for a season.

We are thankful for the many ways they have served the mission given to them by Jesus Christ. They have accomplished their purpose. Disciples of Jesus Christ have been raised in each of these congregations. Outreach missions have been supported. Lives have been changed. Children and youth have come to have a personal relationship with Jesus. But over time, these communities of faith have lost the vision of making disciples. So today we celebrate their past. We thank God for all that they have done to strengthen the Kingdom of God.

As we move into the future, in dying these congregations are providing resurrection and new life for other congregations through transfer of members and resources.

May we never forget that Christ's holy Church is of God, and will be preserved to the end of time, for the conduct of worship and the due administration of God's Word and

Sacraments, and the maintenance of Christian fellowship and discipline, the edification of believers, and the conversion of the world.

We declare that these are no longer United Methodist congregations and are now disbanded.

Let us pray.

(Adapted from the United Methodist Book of Worship.)

THE COMMISSION ON RELIGION AND RACE

The Florida Conference Commission on Religion and Race exist to carry out the guidelines and fulfill its mandate as stated in the 2000 Book of Discipline, Section IX, ¶ 640, pp. 399-402, and section XIV, ¶¶ 2002 and 2008, pp. 631, and 632-635. Its purpose is to provide the necessary functions for maintaining the connectional relationships within the Florida Conference and with agencies and institutions of the United Methodist Church; and, to challenge those structures to provide for full and equal participation of racial and ethnic constituency in the total life and mission of the church in ensuring and furthering racial inclusiveness.

- The Commission is proud to report to this conference its full involvement in working with our bishop, a special committee under his leadership, and the conference's worship committee in bringing to last year's conference the great service of Repentance and Reconciliation.
- The Commission has attended and participated in conferences and meetings set forth by the SEJ. Commission members will be attending and involved in a church-wide "Reconciliation with Love and Understanding" from August 21-23, 2003, in Atlanta Georgia.
- The Commission is currently moving into scheduling meetings with commissions, committees, boards, institutions, entities, and staff of our conference to assess standards of inclusiveness.

The Commission on Religion and Race will put forth every effort to provide for full and equal participation of racial and ethnic communicants in the total life and mission of the church through advocacy and by reviewing and monitoring the practices of the conference.

Arnett Smith, Chairperson

CONFERENCE RISK MANAGEMENT DEPARTMENT

Jim Severance: Risk Manager
Jenny Albritton: Admin. Assistant

SERVICES PROVIDED

- Coverage/Claims Questions
- Insurance Program Presentations
- Premium Billing & Collection
- Situation Investigation
- Advice To Sprr, Ad. Counsel, Trustees
- Review Of Leases & Agreements
- Help With Policies & Procedures
- Mediations, Hearings, Depositions
- Coordination Of Large Losses
- Subrogation/Recoveries
- Appraisal Coordination
- Crisis Management

FLORIDA ANNUAL CONFERENCE UNITED METHODIST CHURCH PROGRAM

KEY ADVANTAGES

- Scheduled Property: **Replacement coverage**
- Plus Building Ordinance Coverage.
- Windstorm and Hail Included
- Sinkhole coverage Included.
- Flood Coverage Included (All Zones)
- Includes Loss of Business Income/Tuition/Extra Expense
- Includes Fine Arts /Stained Glass
- Boiler & Machinery Coverage
- Employment Practices Liability Coverage.
- Sexual Misconduct Coverage.
- Crime/Dishonesty Coverage.
- Special Events Coverages (On and Off Premises), no Surcharge
- Comprehensive General Liability including “Athletic Participation”
- Volunteer Construction Projects Liability Included
- Builder's risk coverage available.
- Church Daycare & Nursery School Liability
- Hired Car Physical Damage (Rental Car Coverage)
- Non-Owned & Hired Liability (Rental Car Coverage)
- Activities Medical Accident Coverage up to \$500,000 (Daycare, Youth Groups and Volunteers)
- **Excess Liability**: General Liability, Auto Liability, Clergy Professional & Counseling Liability, Director's & Officer's Liability, Employment Practices Liability, Errors & Omission Liability and Sexual Misconduct
- Territory-Worldwide: Suits must be brought in U.S. (not including Auto and Worker's Compensation)
- Foreign Travel Coverage Available.

RISK MANAGEMENT

Florida Conference The United Methodist Church
Insurance Information And Claims Procedures 2003

Church Name: _____ GCFA No.: _____ District: _____

(Please fill in the above to be able to provide when necessary)

Name/Title/Company	Phone/Fax	Role
James Severance – Risk Manager Florida Conference UMC- Lakeland	800-282-8011 Ext. 137 863-688-4595 fax	Conference Program Manager –All questions, coverage and information for the Conference program.
Jenny Albritton – Administrator Florida Conference UMC- Lakeland	800-282-8011 ext. 144 863-688-4595 fax	Conference Program Administrator –All questions, Invoicing, coverage and information for the Conference program.
Peter Jones-Area Vice President Arthur J. Gallagher & Co.- Boca Raton	800-239-8454 ext. 6811 561-995-6708 fax	All questions regarding coverage and information for the Conference program.
Chip Shaw, Account Executive Arthur J. Gallagher & Co.- Boca Raton	800-239-8454 ext. 6812 561-995-6708 fax	Policy coverages, questions and general information. Questions pertaining to Property Values, Premium and Builder's Risk
Ami Arenz-Customer Service Representative Arthur J. Gallagher & Co.- Boca Raton	800-239-8454 ext. 6815 561-995-6708 fax	Requests for Certificates, Driver Information, Vehicle ID cards and general information.
James Greene – Senior Client Representative Arthur J. Gallagher & Co.- Boca Raton	800-239-8454 ext. 6814 561-995-6708 fax	General information and questions for Student Accident, Youth Activities and Volunteer coverages and claims.
Skip Abrams – Claims Manager CJW Associates – Orlando	800-779-4259,ext. 3038 407-849-6710 fax	Claims Manager for Property, Liability, Crime and Sexual Abuse claims.
Jon Doan – Property Account Manager CJW Associates - Orlando	800-779-4259,ext. 3041 407-849-6710 fax	Claims Account Manager for Property, Boiler & Machinery, and Crime
Barbara Lanni – Liability Account Manager CJW Associates - Orlando	800-779-4259,ext. 3036 407-849-6710 fax	Claims Account Manager for Liability and Sexual Abuse
Lynn Bowen – Senior Adjuster, ext. 3082 Sheri Jones – Claims Supervisor, ext. 5315	800-883-4000 407-786-6823 fax	Claims Adjuster for Workers' Compensation claims. (Located in Altamonte Springs)

All claims must be reported in a timely manner so to be promptly handled.
Claim reporting procedure depends on the type of claim.

Type of Claim	Description	Claim Line Phone Numbers
Worker's Compensation	Any on the job injury to a paid employee.	Claim Line 800-360-4722. Information from Claim Line will be sent to Protegrity in Altamonte Springs. Once claim is established, call Protegrity at 800-883-4000.
General Liability	Injury to a non-employee or their property during a church activity.	Claim Line 800-779-4259. Information from Claim Line will be sent to CJW Associates Account Manager in Orlando.
Property	Physical damage to Church owned property.	Claim Line 800-779-4259. Information from Claim Line will be sent to CJW Associates Account Manager in Orlando.
Boiler & Machinery	Equipment breakdown, electrical, power surge.	Claim Line 800-779-4259. Information from Claim Line will be sent to CJW Associates Account Manager in Orlando.
Crime	Theft, burglary, fraud	Claim Line 800-779-4259. Information from Claim Line will be sent to CJW Associates Account Manager in Orlando.
Sexual Abuse	Sexual misconduct causing bodily or personal injury	Claim Line 800-779-4259. Information from Claim Line will be sent to CJW Associates Account Manager in Orlando.
Student/Activities Accident	Excess medical coverage for injury to youths 18 and under and volunteers.	Call James Greene at 800-239-8454 Ext. 5814. A Claim Form will be sent and it will need to be completed by the injured party and submitted to the address on the form for processing. A claim form is in your renewal packet that was mailed to you.
Auto Coverage	Damages due from or by church owned or rented vehicles.	Royal Claim Reporting 800-847-6925. Once established, call Royal's Claims Office at 800-282-2985. If claim involves <u>only</u> glass damage to a church owned or rented vehicle, call Royal Glass claims at 800-272-4527.

Important: Contact Jim Severance for all claim and coverage questions – tel. 800-282-8011, ext 137
FLORIDA CONFERENCE, THE UNITED METHODIST CHURCH

**YEAR 2002-2003 NOTES OF IMPORTANCE AND
FREQUENTLY ASKED QUESTIONS**

Question	What to Do
Where do I get a Certificate?	Contact Ami Arenz at 800-239-8454 Ext. 6815 to request a certificate.
What if a youth age 18 or under has been injured?	Seek medical attention first, and then call James Greene at 800-239-8454 Ext. 6814. He will provide claim forms and procedures.
Need to add a Driver?	To request the addition of a driver, complete the New Driver Information/Orientation Form and fax your request to Ami Arenz at 561-995-6708. Retain a copy for church records.
Do we receive a phone call if the driver is approved or not approved?	If the driver is not approved, we will call you. You will <u>not</u> receive a call if the driver is an approved driver.
What do we do if an outside group or organization wants to use any church owned facility?	<ol style="list-style-type: none"> 1. A Certificate of Insurance is required from the other party. This form should provide at least \$500,000 limit of liability coverage. \$1,000,000 is preferred. 2. Church should be added as an additional insured. 3. The certificate should be kept at the Church office.
What do we do if we want to add a vehicle, property, contents or piece of equipment?	Use the green Acquisition/Deletion Form that is inside your blue renewal packet (make copy for future use) and fax to Ami Arenz at 561-995-6708.
What do we do if we would like to take a foreign trip?	If a foreign trip is scheduled, you will need to call Cathy Steinhofer with the United Methodist Insurance Program at 800-221-8552, ext. 2107 at least 2 weeks prior to the trip.

STANDING RULES COMMITTEE REPORT

Included as part of this report is the proposed new edition of the Conference's Standing Rules. Most sections have been completely rewritten and are now organized in a manner similar to *The Book of Discipline of the United Methodist Church*. The following list details some of the changes:

1. A table of contents has been added and, after the Annual Conference considers the rules and establishes their final form, a detailed index will be prepared and included with the rules.
2. Chapter 1 specifically details the duties of the Standing Rules Committee, and creates a process for continuously updating the rules.
3. Chapter 3 describes the new Conference nomination process.
4. These Conference agencies have completely rewritten their rules: The Division of Ministry, The Conference Council on Finance and Administration, and the Conference Board of Trustees.
5. These Conference agencies submitted rules for the first time: The Conference Counseling Network Committee and Shade and Fresh Water Ministry.
6. The Committee has deleted any language that conflicts with *The Book of Discipline of the United Methodist Church*, as well as any provisions that simply mirror provisions already in the *Discipline*.
7. The Committee will propose further changes at Annual Conference to reflect the Conference's determinations regarding the proposals presented by the Florida Annual Conference Committee on Clergy Housing.

The Standing Rules Committee determined that, because the rewrite of the rules is so extensive, it would be extremely confusing to delineate within this new set of rules what language has been added and what language has been deleted. It would also be expensive to print such a document. I invite anyone who has questions regarding particular changes to contact me at Shaupjohn@aol.com or at 813-988-3077. If necessary, I will refer you to an agency representative who can better explain why that agency drafted its rules as it did.

Finally, the Standing Rules Committee brings one proposed policy to the Annual Conference for consideration:

Proposed Policy Change: That the Annual Conference shall adopt a uniform policy for election of members of all Conference agencies so that they are elected by classes with a definite number of members in each class. There is presently a policy of a maximum number of members per Conference Council committee (up to 25 members), but no requirement of a specific number of members per agency. Should this policy be adopted, the Standing Rules Committee will work with each agency to determine how this policy will best be implemented.

The Standing Rules Committee is indebted to all the agency heads who worked diligently to ensure these rules are updated and accurately reflect the ministries of the Annual

Conference and the administrative procedures they follow. Special thanks goes to Bill Walker, Diana Herchig, Randy Casey-Rutland, Keith Ewing, Carmen Arnett, and my committee members for their commitment to this process.

Sue Hauptert-Johnson
Standing Rules Chair

COMMISSION ON THE STATUS AND ROLE OF WOMEN

Vision Statement: The vision of the Florida Conference Commission on the Status and Role of Women shall be to challenge the Florida Conference, including its councils, boards committees, commissions, institutions and connectional structures, to a continuing commitment to the full and equal participation of women in the total life and mission of the Church, sharing fully in the power and in the policy-making at all levels of the Church's life.

Mission Statement: The Commission on the Status and Role of Women will foster an awareness of issues, problems, and concerns related to the status and role of women, with special reference to their full participation in the total life of the Church at least commensurate with the total membership of women in the Florida Conference.

The short-term goal is to become an active, viable and trained commission after three years of inactivity, and to monitor and suggest guidelines for action, when appropriate. The medium term goal is to participate in connectional programs initiated or recommended by the general commission and to utilize the resources available from the general commission as needed.

The Commission on the Status and Role of Women will:

- Be informed about the status and role of all women in the total life of the conference.
- Develop ways to inform and sensitize the leadership within the conference at all levels on issues that effect women.
- Focus on major priorities of issues related to women, which will include sexual harassment policies and procedures, and to enlist the support of the bishop, cabinet and conference staff in policies, plans and practices related to those priorities.

TRUSTEES

The Conference Trustees are responsible for all Conference owned real property. This includes about 17.5 million dollars worth of land, buildings, facilities, vehicles, and equipment, such as:

- Warren W. Willis Youth Camp
- Life Enrichment Center
- Lake Asbury Retreat Center
- South Florida Camp-LaBelle
- Conference Center Building
- Episcopal Office Building

- Episcopal Residence
- 12 Higher Education & Campus Ministry buildings and parsonages
- 1 Conference staff parsonage
- Various vehicles and equipment
- Conference owned cemeteries and other land

Recent Action

- Established the Heritage Center Building Committee with John Cannon as chair.
- Approved a new location, the development of architectural plans and reviewed contractor bids for the proposed Heritage Center at the Life Enrichment Center in Leesburg.
- Secured a \$500,000 mortgage and used it to purchase approximately 19.1 acres of land adjacent to the Warren W. Willis Youth Camp in Leesburg.
- Met at different locations around the Conference to become better informed about Conference owned facilities.

Requested 2004 Budget:

- \$349,500 for Trustees
- \$225,000 for the Capital Replacement Fund (administered in conjunction with Council on Finance and Administration)

NOTE: Resolutions printed here are as approved by the annual conference. For a copy of the original resolution, please refer to the Annual Conference Workbook.

RESOLUTION TO APPROVE CONSTRUCTION OF A PRAYER CHAPEL AT THE LIFE ENRICHMENT CENTER

WHEREAS, at the most recent meeting of The Conference Board of Trustees the Trustees approved a presentation by Director of Connectional Ministries Bill Walker in behalf of certain donors who, as a retired clergyman and his wife, prefer not to publicize their generosity in providing the full cost of the design, construction and endowment of a prayer chapel of approximately 500 SF to be located near the present labyrinth at the Life Enrichment Center, Leesburg, and

WHEREAS the Board of Trustees unanimously approved the receipt of the gift and after reviewing the proposed site and plans, also approved those with a recommendation to the Annual Conference for approval, and

WHEREAS the proposed prayer chapel has also received the unanimous approval of the Camp Facilities Committee as to design and location, and

WHEREAS the proposed prayer chapel has also received the approval of The Cabinet at its meeting May 26, 2003, as to both design and location, and

WHEREAS a condition of the approvals was that the proposed structure was to be fully paid for by or with funds donated by the donors and fully endowed as to both routine and capital maintenance and all operating costs, including utilities and cleaning, and

WHEREAS the construction of any structure upon land owned by the Annual Conference requires the consent of the Annual Conference.

NOW THEREFORE, THIS ANNUAL CONFERENCE DECLARES: That strictly conditioned upon the provision by donors of the full cost of design, construction, customary endowment for capital maintenance, and further endowment for all operating and routine maintenance costs, the construction of the prayer chapel of the design and location proposed and approved by the Conference Trustees is hereby approved, and any two Conference Trustees, acting jointly, are hereby authorized to act in behalf of the Annual Conference with respect to the execution of all design and construction contract.

Respectfully submitted,
Leland McKeown, President
Florida Conference Board of Trustees

RESOLUTION REGARDING REPAYMENT OF MORTGAGE FOR WASTEWATER TREATMENT PLANT

WHEREAS it was reported to the 2000 session of Annual Conference (pg. 394 of the 2000 Journal) by the Trustees that in 1998 the Department of Environmental Protection found that the sewage treatment system for the Warren W. Willis Camp and Life Enrichment Center in Leesburg was in severe violation of code and set a deadline to close those facilities if the problems were not remedied,

WHEREAS it was reported to the 2001 session of Annual Conference (pg. 236 of the 2001 Journal) that the sewage treatment facility was completed, and

WHEREAS the new treatment plant was put into use in 2001 at a total cost of \$532,554, and

WHEREAS on May 15, 2001 the Conference Trustees signed an unsecured promissory note and accompanying declaration of understanding with the Conference Committee on New Church Development and Church Redevelopment (CFCD) borrowing \$500,000 for this purpose, repayment of which was to be made by monthly interest-only payments with the principal due in full by December 31, 2003, and

WHEREAS the declaration of understanding states that the “principal is expected to be paid pursuant to a future capital fund drive to be considered, the details and dates of which are not set at this time,” and

WHEREAS, the Conference Capital Commission (CCC) has been at work and anticipates a conference-wide capital fund drive to commence soon with repayment of this loan as a high priority, and

WHEREAS the Conference Committee on New Church Development (CFCD) in a letter dated October 22, 2002 to the Conference Trustees requests full repayment of this note by the agreed upon deadline so that those funds would be available for anticipated new church loans early in 2004, and

WHEREAS the Conference has made the monthly, interest-only payments (at an adjustable interest rate set at the rate paid to investors in The Florida United Methodist Development Fund plus one-half percent) but has not paid any of the \$500,000 principal, and

WHEREAS the Conference Trustees seek to abide by the promissory note and letter of understanding and repay this \$500,000 loan to the Committee on New Church Development in full by December 31, 2003,

THEREFORE, the Trustees recommend that the Annual Conference authorize the actions necessary to secure a new loan or mortgage not to exceed \$500,000 (five hundred thousand dollars) in order to repay money borrowed from the Committee on New Church Development, including but not limited to the following:

1. The Conference Council on Finance and Administration be directed to secure financing prior to December 31, 2003 at appropriate and favorable rate and terms, and if needed, to mortgage part of Conference-owned property in Leesburg, and
2. The Conference Capital Commission and/or others should continue efforts to raise funds from individuals, churches, and groups to pay off this loan as soon as possible, and
3. Any two officers of the Trustees (according to the 2000 Discipline) be authorized and directed to execute any instruments necessary or desirable to borrow these funds and to mortgage property as security for such loan, if necessary.

Respectfully submitted,
Leland McKeown, President,
Florida Conference Board of Trustees

RESOLUTION REGARDING FUNDING FOR AND CONSTRUCTION OF THE HERITAGE CENTER

WHEREAS the Book of Discipline requires each annual conference to collect and preserve significant historical records (paragraph 638.1), and

WHEREAS the need for a facility to collect and preserve the historical records of the Florida Annual Conference has been discussed since 1986 and was included in the Claim the Flame campaign in 1990, but was not funded, and

WHEREAS the May 28-31, 1997, session of The Florida Annual Conference gave "permission to solicit funds from individuals, organizations and foundations for the

purpose of constructing a building to house the Conference Archives” (page 315, 1997 Journal), and

WHEREAS this same 1998 session received the report of the Trustees informing the Annual Conference that the Trustees had approved plans “to hire an architect to develop preliminary plans for a facility located on the grounds of the United Methodist Building in Lakeland,” and acting under the authorization of the 1997 session of Annual Conference, was proceeding “to raise the funds needed for construction” (page 230, 1998 Journal), and

WHEREAS more than \$500,000 already has been given or pledged to the Heritage Center and fund-raising efforts are continuing, and

WHEREAS the fund-raising goal for the Heritage Center has been increased to include monies for an endowment to help pay the long-term capital maintenance needs of the facility and to include monies for staffing and operating expenses for the next few years, and

WHEREAS the May 28-31, 2002 session of The Florida Annual Conference directed the Trustees to develop detailed plans, to solicit bids from contractors, and to report back to the 2003 session of Annual Conference with a specific recommendation which would include such items as an update on funds raised, expected annual operating costs (which would be requested of CF&A to be included in future years’ apportionments), expected construction cost, and timeline for construction of the Heritage Center, and

WHEREAS the Trustees established a Heritage Center building committee which met frequently during the past year and is chaired by John T. Cannon, III and includes the following members: Ivan G. Corbin, Ed Dinkins, Howardene Garrett, David Lyons, Leah Pittard, Vernon Swartsel, G. F. (Sunny) Zimmermann; Ex-Officio members: Bob Barber, Randy Casey-Rutland, Keith Ewing, Leland McKeown, Nell Thrift, John Peterson, Michel D’Annecy, and Gordie Hull, and

WHEREAS the building committee and Trustees have approved a design for a 4,5000 square foot building containing areas for safe storage of archival materials and display of these materials for visitors, and approved a new location on the grounds of the Life Enrichment Center in Leesburg, and

WHEREAS the endeavor began in earnest in 1997 and the Trustees, the Commission on Archives and History, and others are eager to complete this important project,

THEREFORE THE TRUSTEES RECOMMEND that this Annual Conference:

1. Approve the general design and placement of the Heritage Center on the grounds of the Life Enrichment Center in Leesburg with the following anticipated budget, the funding for which will come from fund-raising efforts, not apportionments:

Construction and related costs	\$550,000
Long-term capital endowment (30%)	\$165,000
Equipment, furnishings, fees, contingency, etc.	<u>\$165,000</u>
Building subtotal	\$880,000
First year setup and 3 years of operating costs	\$ 75,000
Part-time staffing for 2 years	<u>\$ 40,000</u>
Total	\$995,000

2. Empower the Trustees to refine the plans, to negotiate with contractors and others, and to decide on any required or proposed modifications to the building that may arise so long as the purpose of the building remains intact and there are adequate funds on-hand to pay for such modifications,
3. Authorize any two trustees to execute any required contract, deed, bill of sale, or other written instrument on behalf of the Florida Annual Conference for the purpose of constructing this building.
4. Authorize that fund-raising efforts continue through the Conference Capital Commission or other appropriate means as authorized by CF&A,
5. Authorize the Trustees to select and engage a contractor and to initiate construction when sufficient monies have been received (as determined by CF&A and Trustees together) to cover all costs for construction, equipment, furnishings and other, including funding for the long-term capital endowment, operating costs, and staffing, however,
6. If funding for construction and estimated operating costs has not been completed so that construction can begin by December 31, 2004 (approximately 18 months from now), then the Annual Conference shall be asked to re-examine and re-authorize this project.

Respectfully submitted,
Leland McKeown, President
Florida Conference Board of Trustees

NOTE: Resolutions printed here are as approved by the annual conference. For a copy of the original resolution, please refer to the Annual Conference Workbook.

THE FLORIDA UNITED METHODIST HERITAGE CENTER

This is a preliminary report. A full report will be presented for approval at Annual Conference including an update on funds raised, expected annual operating costs (which would be requested of CF&A to be included in future years' apportionments), expected construction cost, contractor, and timeline for construction of the Heritage Center.

The Florida Annual Conference in session in May 2002 in Lakeland authorized the Conference Trustees to proceed with plans for the Heritage Center in Lakeland. Subsequently an ad hoc Heritage Center Building Committee was established by the Trustees. John T. Cannon, a member of the Conference Board of Trustees, was named chair of the committee. The committee is broad based and includes Ivan G. Corbin, Ed Dinkins, Howardene Garrett, David Lyons, Leah Pittard, Vernon Swartzel and G. F. (Sunny) Zimmermann. Serving as ex-officio members are Bob Barber, a retired United Methodist minister serving as a consultant to the Trustees; Leland McKeown, chair of the Conference Trustees; Keith Ewing, assistant to the bishop; Randy Casey-Rutland, Treasurer and Director of Administrative Services of the Florida Conference; and Nell Thrift, Conference Archivist.

The committee has met on numerous occasions over the past eight months. These meetings always included Sam Sheets, an architect from Lakeland who was commissioned to develop the plans for the building. At the outset the plans were drawn to place the building on the campus of the Florida Conference headquarters in Lakeland, as it was felt that the Conference action in session in 2002 designated the building to be in Lakeland. The original plans put the building between the Conference headquarters building and the bishop's office. This is mainly a parking area now. The design has a shared entrance for the new Heritage Center and the conference headquarters building. This was done for two reasons. One was to give a good focal point for the buildings. The second and more important reason was to have a shared receptionist for the two buildings in order to save payroll expense.

As plans began to take shape, it was apparent that the costs were escalating significantly. The architect estimated a total cost for the project of \$1,450,000. This included architects fees, the building, site work, landscaping, parking, furniture, equipment, shelving, computers, contingencies, and endowment (for long-term capital maintenance). The concern over the high cost of the building was communicated to Bishop Whitaker who in turn asked for a meeting in his office on December 9, 2002. He asked the following people to attend: Bob Barber, John Cannon, Ivan Corbin, Keith Ewing, Leland McKeown, Randy Casey-Rutland, and Nell Thrift.

The expense of the building was discussed. The thrust of the meeting shifted to the possibility of constructing the building in Leesburg. This should greatly reduce the cost. A sizable expense of the building as then designed was the shared entrance area of the new building and the Conference headquarters. This would be eliminated in Leesburg. Also the building was designed in Lakeland to be built with brick and copper around the roof area in order to be compatible with the other two buildings already there. The building at the Life Enrichment Center could be concrete block or stucco exterior, which would effect a substantial savings. There would also be considerably less expense in site work and parking lots.

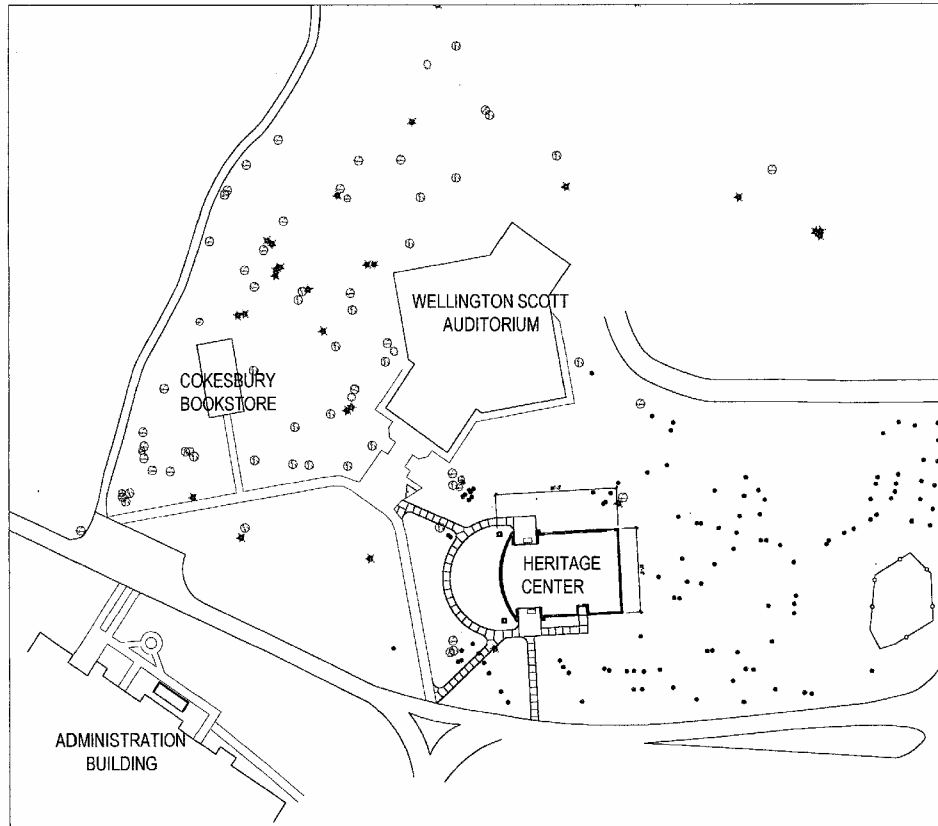
After this meeting, a meeting of the full Heritage Center Building Committee was held to recommend moving this project from Lakeland to Leesburg. This was approved by the committee. Then, this recommendation was made to the Trustees at their next meeting.

The trustees also approved this. Finally, John Cannon, Ivan Corbin, Leland McKeown, Randy Casey-Rutland, Ralph Rivers (a trustee), and Sam Sheets met with the Camp Facilities Committee at the LEC in January 2003, to present the proposal of placing the Heritage Center Building at the LEC. The Camp Facilities Committee approved this recommendation. Future operating costs are expected to be less expensive in Leesburg as well. Michel D'Annecy, Gordie Hull and John Peterson have been invited to join as ex-officio members, going forward with the decision to build at the Life Enrichment Center.

Therefore, it is the recommendation of the Heritage Center Building Committee and the Trustees to approve the construction of the Heritage Center at the LEC in Leesburg for a total cost not to exceed \$750,000. This includes the building, furnishings, all fees, and an endowment for capital maintenance needs. This would cut the costs about in half from the projected figures in Lakeland. There is one other distinct advantage of the building being placed in Leesburg. Many more people and groups will be exposed to the archives and heritage of our Conference at this location.

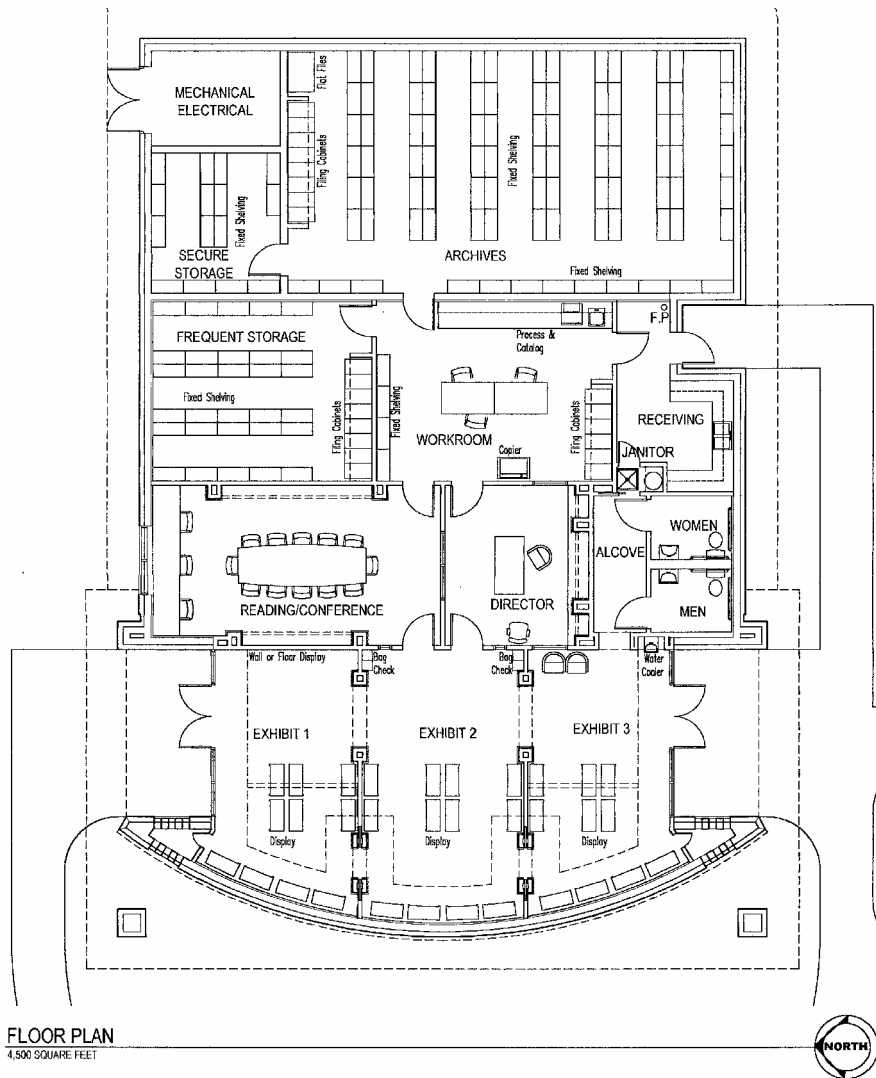
Fundraising continues, with about \$520,000 in cash and pledges having been raised, but some money has been expended in developing plans. Individual gifts include the gift of \$225,000 to honor R. Ira Barnett and four gifts of \$25,000 to honor other individuals and the laity of the conference. Approximately three hundred fifty individuals and organizations and two hundred fifty churches have responded to the request for funding for this facility, which will preserve the historical records and celebrate the heritage of the Florida Conference.

John Cannon, Secretary, Conference Board of Trustees
Chair, Heritage Center Building Committee



Location Plan





COLLEGES AND SEMINARIES

BETHUNE-COOKMAN COLLEGE

Thank you for the opportunity to once again address the Annual Conference membership. For the past 28 years, I have been privileged as president of Bethune-Cookman College to guide a talented and dedicated faculty and staff, whose hard work and devotion to sustaining the legacy of our founder, Dr. Mary McLeod Bethune, is evident in the high merit of academic performance and spiritual development of our students.

We continue to take immense pride in the growing diversity of the student body, which this year totals 2,500, and represents more than 30 countries.

Our 39 academic majors provide a rigorous and relevant liberal arts education in the fields of business, science, the humanities, social sciences, education, and nursing. Important contributions are being made by both the division of nursing and the division of education to meet the critical shortage of educators and health care providers in the state of Florida and the nation by supplying well-educated, skilled practitioners, who are achieving high rates of success on state and national licensing examinations.

Our emphasis on information technology supports several successful academic programs: The T3: Teaching, Training and Technology project partners the College with Stetson University and Time Warner to provide preparation and experiences for public school teachers to examine instructional technology tools and learn how to use them in their classrooms. And several new outreach programs for youth, grades 6th to 12th, involve technology skills in the study of marine biology and environmental science.

This spring a major in theatre and the performing arts was added to the academic program, and a recent partnership with the University of Central Florida and the United Negro College Fund has established an opportunity for Bethune-Cookman students to pursue careers in film production.

Among the many high profile achievements this past year is the success of the College's "*Fighting Wildcats*" football team, which had an 11-2 season and claimed the Mid-Eastern Athletic Conference Championship. That and the cameo appearance of the "*Marching Wildcats Band*" in the 20th Century FOX motion picture, *Drumline*, brought the College to higher heights on the national scene.

This year the College embraced "Project Pericles" an initiative sponsored by the Eugene Lang Foundation to provide learning experiences that will "instill in students an abiding and active sense of social responsibility and civic concern." Bethune-Cookman accepted the challenge as it fits with our mission to prepare students to be global citizens and informed leaders and to foster an ethic of work and service. As a part of Project Pericles, students will take courses and engage in projects that focus on civic engagement.

From its founding, Bethune-Cookman College has encouraged respect for spiritual and moral values and practices. The College treasures its religious diversity and the richness this diversity brings. Under the leadership of United Methodist Minister and College Chaplain, The Reverend Michael A. Frazier, there is an active religious life on campus throughout the year. Clergy are frequent guest speakers at student-focused assembly programs, and the bi-annual Religious Emphasis Week event brings the College community together in appropriate worship services, under the leadership of national religious leaders.

As the College prepares to celebrate the 100th year of its founding in October of 2004, we are also enthusiastically and deliberately planning to host the 2004 Florida Annual Conference of The United Methodist Church. It is our hope the Conference membership will heartily accept this invitation as it will assuredly strengthen our relationships.

The College's planning committee is already making arrangements to ensure your comfort, safety and ease of access to the facilities that will house our many meetings and sessions. The early fall 2003 completion of the Mary McLeod Bethune Performing Arts and Conference Center is cause for a great celebration. This 2,500-seat auditorium, with its state-of-the-art technology, is a magnificent addition to our resources and a facility you can be sincerely proud of.

We have much to be thankful for. In this uncertain time of an unstable economy and worldwide threats to peace and human life, the Bethune-Cookman College family is grateful to be blessed by the friendship and support of the Florida Conference of The United Methodist Church. May God continue to bless each and every one of you.

Oswald P. Bronson, Sr., Ph.D.
President, Bethune-Cookman College

CANDLER SCHOOL OF THEOLOGY

Candler School of Theology is grounded in the Christian faith and shaped by the Wesleyan tradition of evangelical piety, ecumenical openness, and social concerns. Its mission is to educate—through scholarship, teaching, and service—faithful and creative leaders for the church's ministries in the world.

These purposes define Candler's role as a school of the university and of the church. I begin by mentioning this because Candler faces the challenge and opportunity of leading a national research university in rediscovering what it might mean to relate to a major denomination. And I am happy to report to you that we are making very real progress in this complex and precious relationship.

Most dramatically, Emory and Candler received from the Lilly Endowment Inc. a grant for \$10,000,000 for a doctoral venture in religious practices and practical theology. The United Methodist News Service release (<http://www.umns.umc.org/02/sep/427.htm>) only hints at the importance of this grant. No fields in theological education are more vital to

ministerial training and formation than those that work at the connection of school and church, vocation and leadership, theory and practice. Yet schools find faculty for these fields—preaching, worship, pastoral care, religious education, evangelism, administration—with great difficulty or cover these areas with adjunct faculty or content themselves with persons whose credentials and scholarship do not equal those in the more classical areas. This grant will make it possible for Candler through the Graduate Division of Religion to recruit superb persons into the practical theological fields and to provide them the training that will make them the future leaders of theological education.

Candler has continued to make extraordinary faculty appointments. Dr. Robert Franklin, previously president of the Interdenominational Theological Center in Atlanta and commentator on National Public Radio, will re-join us next fall as Emory's Presidential Distinguished Professor of Social Ethics. Dr. Alice Rogers, a leading pastor in the North Georgia Conference, came last summer to direct our Teaching Parish (student pastor) program. We welcomed as well Dr. David Petersen, a highly distinguished member of the Old Testament guild, long-time faculty member at Iliff and the newly chosen President-Elect of the Society of Biblical Literature. And Dr. Faith Hawkins, an Emory Ph.D., has returned to Candler and is providing remarkable leadership in our Youth Theological Initiative (YTI).

YTI celebrated its tenth anniversary this past fall with a conference for practitioners. The three day event reflected on ten year's experience of gathering young people from across the country every summer for a four week experience in thinking and acting in an environment that encourages serious theological and ethical reflection on God's place in all of life. The conference generated great excitement about the future of youth ministry. Candler also received refunding for YTI in the amount of \$2,182,200. This grant from the Lilly Endowment will cover the next four years of the program. Lilly has told us that this will be their last grant to us for this program, so we are searching now for endowment and annual fund support to ensure its continuation.

Candler was very pleased that Bishop Lindsey Davis appointed Dr. Wesley Wachob to Glenn Memorial Church on the Emory campus with a commitment to continue the effort to better connect that congregation with the University. Wachob served previously as senior minister in Mobile and as chair of the Board of Ordained Ministry of the Alabama-West Florida Conference. Wachob and the church have agreed that he might teach on occasion and Candler has appointed him as an adjunct faculty member. To read more about Dr. Wachob and his Candler appointment, please visit the following web site at Emory: http://www.emory.edu/EMORY_REPORT/erarchive/2002/October/erOct.7/10_07_02wachob.html

We continue to enhance our continuing and church education efforts under the able leadership of the Rev. Beth Luton Cook. January 6-8 we offered a conference *Celebrating and Revisioning the Wesleyan Movements* featuring Dr. William B. McClain as Whiteside preacher and lecturer, plus Drs. Richard Heitzenrater, Rebekah Miles, Randy Maddox, Mary Elizabeth Moore, Stephen Gunter, Carlton "Sam" Young, and Mercy A. Oduyoye. Continuing education has also offered the church a new Mini

Theology School, through the Bill Mallard Lay Theology Institute; summer and year-long Courses of Study; conferences on *Spiritual Guides* and the *Great Commission*; and Covenant Colleagues, an experiment in sustained continuing education. Note especially the next continuing education and alumni/ae event, a preaching festival scheduled for September 16-19, 2003, featuring our Bandy professors, Fred Craddock, Robert Kysar and Thomas Long.

Candler continues to be a pacesetter in addressing student indebtedness and in aid to ministerial candidates. Over the 2001-02 academic year we awarded \$4,191,298 in scholarships, of which only \$978,010 derived from the Ministerial Education Fund (MEF). In addition we administered \$978,842 of externally conferred scholarships, a total of over five million in grants, and roughly nine million in aid total. With such resources we are now able to provide full tuition awards to many United Methodist students who have demonstrated financial need. The MEF remains key to that commitment, as does the generosity of the Cannons, Shermans, Pitts, Hardins, Franks, McDonalds, Garretts, Quenelles and so many others whose benefactions have made such support possible. Even with these resources our students borrowed \$3,566,398 last year, so our quest for additional support continues.

Another strong class matriculated this fall bringing student enrollment to 562. Of these 422 are M.Div., 87% of whom are full time and 46% of whom are under 30. The M.Div. population is half male, half female, 28% American ethnic, and 5% international. Forty-seven conferences are represented by our United Methodist students, 77% of whom are from the Southeastern Jurisdiction. The diversity and the talent of these folk make Candler an exciting place for ministerial formation.

We are very proud that Barbara Day Miller, assistant dean of worship and lecturer in liturgical practices, has been named music director for the 2004 General Conference. We are also proud of our faculty, who week-in-week-out speak, preach, conduct workshops, teach Sunday school throughout the church.

For more information about Candler, our extraordinary faculty and dedicated students preparing for ministerial leadership, I hope that you will bookmark: <http://candler.emory.edu/ABOUT/news.html>

I thank you for the church's partnership with us. Candler appreciates your support, your gifts and your prayers for the work we are about.

Russell E. Richey,
Dean and Professor of Church History

DUKE DIVINITY SCHOOL

Duke University trustees gave final approval to a major addition to the Divinity School in late December and construction began in early 2003. The addition will include the 315-seat Goodson Chapel; offices for the Duke Institute on Care at the End of Life, admissions and student services, Duke Chapel music staff and the Divinity School chaplain; classrooms, seminar rooms and a lecture hall seating 177; a Cokesbury book store; a preaching and worship lab, a prayer room and a sacristy. The 2nd Mile Campaign was organized to complete funding for the new building.

Enrollment for 2002-03 was 488 full-time students from 30 states and 8 foreign countries. Some 54 percent were men and 46 percent were women with an ethnic minority enrollment of 18 percent and a median age of 26, among the youngest in the nation for theological schools. Fifty-six percent of the students (62 percent of M.Div. candidates) were United Methodist. The median undergraduate grade point average for the fall 2002 class was 3.5 and inquiries for enrollment in fall 2003 were running at an all-time high, including more than 1,000 through the Web site alone in the first five months after the new site launched in October.

The school introduced the full-color, *Divinity* magazine for alumni and friends in spring 2002.

The expanding Learning for Life program provided 2 million contact hours in 24 programs for 2,752 continuing education participants. Convocation & Pastors' School attendance has climbed to record numbers during the past five years, including 515 in 2002. The first College Weekend brought 43 undergraduate students from 17 colleges and universities to campus for discussions on vocation.

The Duke Institute on Care at the End of Life took its acclaimed "Crossing Over Jordan" symposium on African-American end-of-life care to Chicago, Detroit and Philadelphia. Caring Communities was formed to support the development and sustenance of health ministry programs in the Carolinas with support from The Duke Endowment.

Professor Richard Hays delivered the Gray Lectures and in early 2003 delivered his inaugural lecture as the George Washington Ivey Professor of New Testament. Professor Grant Wacker's book, "Heaven Below: Early Pentecostals and American Culture," won national honors from the American Academy of Religion.

Pulpit & Pew: Research on Pastoral Leadership published research reports titled "Women's Path into Ministry" and "How Much Should We Pay the Pastor." The project also released findings from the National Clergy Survey, the most comprehensive survey of clergy undertaken in several decades.

The Campaign for Duke continues to engage graduates and friends in support of ministerial leadership, and we are deeply grateful for the generous commitments that enable and enhance our work. We recently initiated Associates for Transforming

Ministry, a program that provides direct financial aid for students and works with local churches to help with discernment of the call to Christian service.

Respectfully submitted by L. Gregory Jones, Dean

FLORIDA SOUTHERN COLLEGE

Florida Southern College has maintained strong roots in the Lakeland community for over 75 years. Through campus ministries, faculty and staff involvement, fraternity and sorority activities, and student volunteerism, the roots continue to grow and strengthen throughout Central Florida and beyond.

Faculty, students, and staff show great enthusiasm for volunteer work and collaborative projects with community organizations and schools. Faculty members shared their time and expertise through lectures and presentations in the business sector, at universities, and in the public schools. Fraternities and sororities raised funds for cancer research with the Lakeland Cancer Society in its annual Relay for Life. The FSC chapter of Habitat for Humanity gathered faculty and staff to build homes here in town and as far away as Montana. Biology students are participating with the City of Lakeland on wetland restoration work at a popular local lake, an undertaking that gives students the opportunity to use their skills in a project of importance to the Lakeland community.

Religious life continues to thrive on campus. New campus ministries have established themselves. Expanded student leadership has encouraged campus ministries to broaden their roles on campus and increase visibility. The nine student-led ministries continue to offer a diverse collection of programs and events to reach out to students and the community. “Antioch II,” the newest student ministry, recently completed two mission trips to the Atlanta area. “Beyond” offers mid-week worship and has established a strong group Bible study program in residence halls. “Upper Room Ministries” continues to grow and has become the most diverse ministry on campus—ethnically and theologically. The Wesley Fellowship has maintained its strong United Methodist presence on campus with superb programs on Wednesday evenings. In addition, our Sandwich Ministry provides meals for disadvantaged persons each Sunday afternoon.

The college’s ministry to Jewish students on campus has continued to gain momentum this past semester. In conjunction with the membership of Temple Emmanuel, we distributed welcome gift bags to every Jewish student returning to campus in the fall. We once again offered a Hanukkah celebration, joining with children from the Hebrew school at Temple Emmanuel to celebrate lighting the Menorah, eating latkes, and spinning dreidels.

The Sunday morning worship service has seen increased attendance and participation over recent years. Through funds raised from a grant from the Board of Higher Education and Campus Ministry of the Florida Conference and individual churches and donors (including FUMC-Lakeland, St. Luke’s UMC-Windermere, and the UMC of the Palm Beaches), Chaplain Tim Wright gained resources to bring technology into the

worship service, making it more student-friendly. Our student-led praise band is better equipped and wonderfully talented, creating an environment where students feel they can worship in their own language.

The Advancing the Flame matching scholarship program continues to grow each year. For 2002-03, 132 students received over \$150,000 from 70 United Methodist churches across the country. Additionally, FSC students are receiving \$54,000 in scholarships funded by the General Board of Higher Education and Ministry in Nashville, Tenn.

FSC awarded honorary degrees during its winter commencement to Bishop Timothy Whitaker of the Florida Conference of the United Methodist Church, and Frank H. Furman, of Frank H. Furman, Inc., a general insurance agency. The college recognized their years of service with the United Methodist Church, in the community, and at Florida Southern College as members of the Board of Trustees.

The annual Warren W. Willis Lecture in Religion presented a timely discussion of terrorism and Islam, featuring Dr. John L. Esposito, distinguished scholar on Islam. His lecture covered the hijacking of Islam, Quranic texts, jihad, and future relations with the Islamic world.

The college and faculty members have received recognition and awards during the year. Richard Kenney, Chair of the Communication Department, was selected as a 2003 American Society of Newspaper Editors Institute for Journalism Excellence Fellow. In addition, the college has been designated a Center for Editing Excellence by the Dow Jones Newspaper Fund training program for college newspaper copy editing interns. This marks the fourth straight year in which FSC's Communication Department has been chosen as the training site for the southeastern United States.

FSC's Center for Florida History, in partnership with the Polk County School Board, received a three-year \$900,000 U.S. Department of Education Teaching American History grant. The Center for Florida History and its partners will launch "Teaching American History with a Florida Flavor," a program designed to enhance public school teachers' knowledge of U.S. history and improve history-teaching skills.

Staff and faculty members received an \$18,200 award from the Florida Department of Health, Division of Health Awareness and Tobacco to fund tobacco prevention and reduction programs at FSC. The monies will help the Student Tobacco Reform Initiative: Knowledge for Eternity (STRIKE) to raise awareness about tobacco issues on college campuses and support cessation efforts in the community by developing innovative programs and activities.

The college honored Dr. Myles Brand, new president of the National Collegiate Athletic Association (NCAA), as its 69th honorary chancellor. Dr. Brand, former Indiana University president, has advocated wide reforms in college athletics to ensure that academics and athletics are properly balanced on college campuses. Over the years,

FSC's NCAA teams have won 24 national championships, and currently our student/athletes maintain a 2.88 grade point average.

In athletics, the women's golf team won a third consecutive NCAA Division II championship. Special recognition from the National Golf Coaches Association went to coach Robbie Davis, who was named Division II National Coach of the Year, and golfer Jana Peterkova, chosen as Division II Golfer of the Year. The water ski team was named 2002 co-team of the year by the National Collegiate Water Ski Association Board of Directors. The award recognizes major accomplishments on and off the water, such as contribution to the growth of the sport, community affairs, recruiting, and good sportsmanship.

Campus improvements continue with construction of a new residence hall, which will house about 80 students. Begun in April, the building should be occupied by January 2004.

Thanks to our faculty, staff, and students, Florida Southern maintains a deep commitment to working with the community and looks forward to a continued strong relationship with the United Methodist Church.

Respectfully submitted,
Thomas L. Reuschling, President

**GAMMON THEOLOGICAL SEMINARY
ATLANTA, GEORGIA**

Gammon Theological Seminary founded in 1883 is one of 13 accredited United Methodist seminaries in The United States. It is located at 653 Beckwith Street in Atlanta, Georgia. Gammon was established by The Methodist Episcopal Church in connection with Clark University.

The mission of Gammon Theological Seminary in partnership with The Interdenominational Theological Center, is to recruit, support and educate pastors and leaders for The United Methodist Church.

Ninety-two United Methodist students are enrolled in degree programs from Africa, Asia and The United States.

The interdisciplinary curriculum offers a holistic educational experience, integrating theological studies with preparation for the ministry. 160 courses fall into four major areas of study: Biblical Studies and Languages; Philosophy, Theology, Ethics and History; Persons, Society and Culture; and The Church and Its Mission. A variety of classes, many of which actively engage students in the ecumenical and multicultural environment on campus and in the community beyond; they encounter a preview of the diversity they will discover in serving congregations and communities after graduation.

Gammon/ITC is fully accredited by The Association of Theological Schools in The United States and Canada and by The Southern Association of Colleges and Schools.

The alumni of Gammon Theological Seminary serve the community and larger society as bishops, pastors, counselors, professors, government officials, denominational executives, campus ministers, chaplains, college administrators and community leaders.

The Kleist Challenge Grant is a two million dollar fundraising campaign. It is designed to raise funds for renovation and updating the Gammon Hall facility. Alumni, friends, and local churches are encouraged to help raise \$250,000 needed to meet the challenge grant offered by the Kleist Foundation.

Gammon embarks upon the twenty-first century with a vision that honors its historic mission and embraces its promising future.

Dr. Walter H. McKelvey, President

UNITED THEOLOGICAL SEMINARY **Envisioning the Future**

At United Theological Seminary, 2002 was a year where much time and effort was spent envisioning the future. When Bishop Milton Wright and his colleagues established the seminary in 1871, it was clearly for the purpose of equipping leaders for the church. And it was done out of a deep sense of piety, the love of learning, and a determination to carry the Gospel to the world. It was not an easy assignment then, nor is it easy to maintain today.

While there surely have been radical cultural shifts and changes over the past 132 years, our task remains essentially the same. Our mandate is to become a Christ-centered learning community in order to equip and deploy spiritual leaders for the church and the emerging global community.

We believe the future of United Theological Seminary is dependent upon the recently affirmed values of the seminary and our capacity to implement academic and non-degree programs consistently rooted in these values. Both the faculty and the Board have expressed their commitment to:

- Experiences of faith and discipleship in Jesus Christ
- Studies in the Biblical Tradition
- Participation in the practice of ministry
- The integration of faith and academic inquiry
- A world vision of inclusivity, reconciliation, and peace

We are determined to enable our students to articulate the Christian faith with such conviction that discipleship is the consequence of their leadership within and through the church. And we are determined to provide such a profound educational experience that,

on campus and in those places our students and graduates serve, there will be solid evidence of growth in Christian maturity, signs of the redemptive community, and radical change in the cultures and communities we encounter in the power of the Spirit.

United Seminary flourishes when we understand that the resources entrusted to us must be shared with the church and the world. At UTS we are preparing an *Academic Plan* that will enhance the ministries of the Gospel throughout the church. Our students are able to preach and conduct worship, effectively lead others within their assigned posts, participate in discipleship and spiritual formation with sensitivity and skillfulness, create and guide the healing community, and grasp the context for mission with an understanding of the tasks and resources essential for justice, evangelism, and reconciliation.

UTS is establishing an *Urban Training Center* to prepare and deploy leaders for the developing congregations strategically placed among hard-living people and the newly emerging cities across the country. We are enthusiastically cooperating in the preparation of dynamic leaders within racial-ethnic communities and learn from those who have faced oppression and injustice for generations.

UTS is committed to exploring the rich traditions of the United Brethren in Christ, the Evangelical Church, the Methodists, and the ecumenical community represented by our students, faculty, and constituents. The *EUB Heritage Center* on campus represents a collection of more than 7000 manuscripts and artifacts suitable for very meaningful research and discovery. Rooted in our history is the substance of our faithfulness and practical divinity [to borrow a phrase]. We are enabling our constituents to capitalize on the rich resources available here through our exceptional library.

Leadership development is being greatly enhanced at United through the *Kenneth H. Pohly Center for Supervision and Leadership Formation*. Preparing leaders and supervisors for the work of ministry is integral to our curriculum and mission in the larger church and community. We have heard the appeal for leaders in the church, and we are responding with substance.

Our newly formed *Center for Worship, Preaching, and the Arts* demonstrates our capacity to provide top-rated training in these vital areas for the church. Our capacity to use technology creatively, to enable the proclamation of the Word, and to enhance ministry through the arts is already well noted among our constituents and friends.

The Institute for Applied Theology coordinates UTS's new programs in practical ministry leadership. In campus, congregational and community settings, the Institute offers innovative programs that enhance and complement masters' and doctoral degree program offerings, as well as programs for continuing education, lifelong learning and transformative ministry development to both clergy and laity.

This is an exciting and challenging time as we think contextually and globally. We are forced to raise the difficult questions of theological education in a violent and unsettled

time for the church and the world. And we are particularly challenged, at UTS, with rapidly growing our capacity to stay at our mandate in a time when our seminary is so critically needed.

G. Edwin Zeiders
President and CEO

REPORTS OF RELATED AGENCIES AND INSTITUTIONS

CLERGY KIDS

The Clergy Kids Ministry of the Florida Annual Conference continues to provide a twice yearly opportunity for children of clergy to get together for fellowship and relationship building as well as worship. The relationships developed have become focal for the events and important in the lives of those involved. This ministry has touched over 200 individuals of Clergy Families in our conference. The weekend held in January at the Warren W Willis Camp includes opportunities to gather with those of the same age, as well as outdoor recreation as weather permits. This has proven to be a great weekend that the Holy Spirit has used to prepare kids for a move that they may later experience but most especially has developed friendships that span location and appointment. The worship during the weekend is up-beat and the opportunity to celebrate the good that comes from living in the “shadow” of the church is awesome. Encourage your Clergy Kids to participate. They will not regret it. For more information contact Amy Vigil at (941) 722-2361 or AVigil2655@aol.com or Martha Gay Duncan at (863) 709-1155 or MarthaGay@aol.com .

FLORIDA COUNCIL OF CHURCHES

The Florida Council of Churches has had one of its most active years ever, promoting the unity of the Body of Christ and promoting justice and dignity for God’s people.

In the aftermath of the tragedy of September 11, 2001, the Council worked to promote better interfaith relations throughout the state. Member churches in Jacksonville worked through the Interfaith Council to promote understanding and healing in that area. In Central Florida, the Council worked with various groups in putting together the Call to Prayer for Peace and Harmony on January 6, 2002, at the Rosen Plaza on International Drive. More than 600 persons, representing Protestant and Catholic Christians, Jews, Muslims, Sikhs, Buddhists, Hindus, Native Americans and New Thought groups, gathered to share in prayers led by each of those traditions for peace and harmony. This was followed by a series of interfaith luncheons with leaders of these various groups to promote understanding.

We have continued to be active on behalf of workers throughout the state. In South Florida, the Interfaith Committee for Worker Justice continues to defend the rights of workers to organize to defend their interests. We participated in the successful efforts to pass a Living Wage Ordinance in Miami-Dade county in 2000 and more recently in West

Palm Beach, South Miami and Miami Beach. Coral Gables is considering a similar ordinance. In Central Florida the Interfaith Committee for Economic Justice and Dignity has worked toward the passing of a Living Wage Ordinance in Orange County.

The Commission on Church and Society has been supporting a boycott against Mt. Olive Pickles until they allow farm workers to organize a union to defend their interests. We are also supporting a boycott against Taco Bell at the request of the Coalition of Immokalee Workers (tomato workers). They are asking Taco Bell to pay one cent a pound more for the tomatoes they buy with the stipulation that that amount go entirely to the workers. This would **double** their current wages. So far, Taco Bell has refused to talk with the workers. These workers are basically being paid the same today as in 1980!

The Annual Assembly of the Council continues to be a very successful event. The emphasis for the past three years has been on Peace and conflict resolution in various ways. The speakers and workshops have been excellent. We hope to have more of our churches participating this year. The Assembly is open to all.

The College of Judicatory Leaders met in January of this year with 20 of our leaders in attendance. The Rev. Francis MacNutt led in a study of methods and techniques of spiritual healing and was an inspiration to all.

The Council issued a Declaration on the Situation in Iraq on September 18, 2002 with the signatures of virtually all of our judicatories, expressing opposition to the movement toward war against Iraq. Many of our churches have participated in peace marches and other activities working toward peaceful solutions to the tensions in the Middle East.

We continue to promote Cherishing the Creation, reminding our churches that we all have a spiritual obligation to care for and cherish God's Creation. Our concern for Global Climate Change continues, as this is one of the most urgent aspects of the environmental crisis facing the planet. But we are also concerned with clean air and water, toxic waste, urban sprawl. We hope to be able to coordinate a statewide conference focusing on transportation in 2004 that will address all of these problems in a holistic fashion.

Our website continues to be a source of valuable information for the churches. Check it out at www.floridachurches.org.

Our financial situation continues to be critical. We are seeking to enlist the participation of individual congregations as Associate Members. These congregations will have the right to name persons to the Commission on Church and Society and the Commission on Christian Unity and Interfaith Relations. They will be expected to make monthly contributions to the support of the Council, ranging from \$15/month to \$25, \$50 and \$100/month.

Persons desiring more information about the Council can call: 407-265-7376 or email us at: fced@aol.com.

FLORIDA UNITED METHODIST CHILDREN'S HOME
2002---Where Love Flows
Under the Sheltering Tree -- 95 Years of Ministry to Children and Youth

Our mission calls us to be a place “Where Children Come First!” Our song reflects the outstretched arms of God through Jesus embracing, healing and sheltering children, youth and families.

*Love flows through the branches there, Miracles are the fruit it bears,
And hope rains down and fills the air - Under the Sheltering Tree.*

It is under that tree that we respond to a call of ministry reflected in the words of a hymn;

*“The grace of Jesus Christ Is with us in this place;
The love of God, revealed to us, No testing can erase.
The Holy Spirit comes, With peace, to which we cling.
The Three in One unites our hearts, Community to bring.”*

During 2002, countless concerned persons, churches and organizations have united with us to provide a healing, caring, therapeutic community designed to strengthen individual and family life. These persons have assisted us with prayerful financial support as well as volunteer program support.

Our Board of Trustees continues to look at the horizon to envision future needs for the persons we serve, the programs that may be needed and the property that must be maintained and developed to sustain and grow this ministry. Using seven key characteristics of faith-based organizations our Trustees and The Home’s Management Team continue to assess and examine this Home’s strengths and weaknesses to seek possibilities for future ministries. Through the leadership of our Long Range Planning Committee a priority list of ministry needs was developed and approved. This list includes:

1. Developing an Endowment Fund of Twenty Million Dollars by 2008.
2. Providing an Independent Living Program – “Alpha House” -- For those graduating from High School and needing assistance in living skills while furthering their education.
3. Increasing Staff levels to care for needs of our youth.

During 2002, The Fifth Sunday giving from local churches and friends of the Home allowed us to minister to children, youth, and families. The local church goal in 2003 is \$10.00 per member and is set for \$10.50 in 2004. This represents a minimum goal of what is actually needed. We deeply appreciate the local churches and individuals who exceed their commitment to children and thereby meet and exceed this goal. Without this assistance the home would be experiencing financial strain. We request the historic plan be continued whereby on each Fifth Sunday and on Christmas Sunday, the church school offering and the undesignated offering (loose plate) received in Sunday worship services be remitted directly, along with special donations and gifts, to the Florida United Methodist Children’s Home.

Alexander C. Carmichel, President

FLORIDA UNITED METHODIST CREDIT UNION

The Florida United Methodist Credit Union is a cooperative financial institution organized by the Florida Annual Conference in 1969. Our purpose is to help members of this Annual Conference meet their financial goals. As a “not for profit” organization we are able to provide to our members a wide variety of financial services at very competitive rates.

We are owned and operated by the people we serve. Membership is offered to members of the United Methodist churches within the bounds of the Florida Conference, including affiliate and associate members. Membership is open to both clergy and lay members of any Florida United Methodist Church, employees of a United Methodist Church or institution related to the Church, and members of one of its boards or agencies. Membership is also open to immediate family members of a primary member, including parents, children, spouses, surviving spouses or any other relative by blood, marriage or adoption even though you may not reside in the same household. We also offer services to the incorporated churches within the Florida Conference. Are you a member?

Members enjoy many services including: regular share/savings accounts which are insured up to \$100,000 per account by NCUA (an agency of the federal government), free draft/checking accounts with no minimum balance requirement and no limit to the number of checks you can write, low-interest loans for your financing needs, MasterCard services, ATM card services which allow access to your account through many ATM machines, businesses, and Shared Service facilities (select Credit Unions across Florida). We offer consumer-type loans to your church that can help you secure vehicles, office equipment, sound equipment, etc. at very competitive rates.

Our “Call 24” system is an Interactive Voice Response service that provides immediate phone access to member accounts. This toll-free service is available at any time of the day or night. From simple balance inquiries to transfer of funds between your accounts, we are committed to helping you have better control of your financial needs around the clock. Plans for on-line banking will soon add another feature and convenience to our members. These services are designed to help your Credit Union always be available to serve you.

I hope you will check out our services. We are available to answer your questions and serve you through our web site **www.unitedmethodistcu.com** or by calling us at (863) 688-5563 ext. 145 or toll-free in Florida at 1-800-282-8011 ext. 145. Come grow with us by telling your family and fellow United Methodists about your Florida United Methodist Credit Union. We think you will like our friendly, personal service.

Douglas H. Zipperer, Chairman
Joan E. Beierle, President

THE FLORIDA UNITED METHODIST FOUNDATION, INC.

The Florida United Methodist Foundation, Inc. was organized under the not-for-profit corporation laws of the State of Florida on July 19, 1966. Its purpose is to facilitate charitable giving to churches, institutions, boards or agencies of the Florida Annual Conference of the United Methodist Church. As such, The Foundation serves as a channel in the handling of gifts to United Methodist institutions through charitable estate planning opportunities. The Foundation is legally authorized to serve as trustee in the administration of charitable trusts created for the benefit of any United Methodist institution, local church or church organization. It is exempt from federal income tax under Section 501(c)(3) of the Internal Revenue Code. The Foundation is registered with the State of Florida Division of Securities as an Issuer-Dealer in a limited security.

Members of the corporation are the lay and clergy members of the Florida Annual Conference. The Board of Directors is elected by the Conference upon nomination by the Conference Committee on Nominations. Directors are elected to a term of three years, and service is restricted to nine consecutive years.

Officers and staff of The Foundation are available, without fee, to assist local churches in establishing a Permanent Endowment Fund and Committee, in creating their own planned giving programs, and present workshops on wills and charitable estate planning on behalf of local churches, districts or other church related agencies. Additionally, officers of The Foundation are always available, without fee, to provide information, on a confidential basis, regarding opportunities whereby personal asset accumulations may be used to benefit the individual and the ministries and churches of The United Methodist Church. Information can be provided to individuals regarding the variety of charitable estate planning vehicles. These vehicles include wills, revocable or living charitable trusts, life insurance policies, gift annuities and gifts of appreciated property.

The Florida United Methodist Foundation will serve as Trustee in the management of revocable or irrevocable charitable trusts established to benefit the church or its related institutions. Trustee services include the professional management of trust assets, record keeping and reporting, accounting and the regular payment of income to the donor or other beneficiaries. The instructions of the donor(s) are faithfully observed. A nominal fee will be assessed in order to cover administrative expenses.

Through an Investment Management Agreement, The Foundation will invest local church, district and conference endowment funds or other permanent funds. Once an appropriate investment strategy is determined by The Foundation and the investing unit, the funds are placed under professional management. A small fee is assessed in order to cover administrative expenses. As of December 31, 2002, The Foundation managed assets of over \$ 58,755,269 (Fair Market Value) in these trusts and money management agreements.

The Foundation provides Charitable Gift Annuities to individuals who wish to give a meaningful charitable gift to their church and yet also retain the security of regular

income payments over their lifetime, or over the lifetime of a loved one. The Foundation assesses an administrative fee for this service; however, this fee does not diminish the value of the gift annuity to the annuitant. As of December 31, 2002, The Foundation managed over \$ 2,501,906 (Fair Market Value) in gift annuities.

On a short-term basis, the Foundation invests building funds and other designated funds received from local churches, the districts, the conference and other church related organizations in The Sharing Plan. From these funds, loans are made to the conference, districts and local churches. The investing unit receives a higher rate of interest than customarily is paid for short-term deposits and at the same time keeps its money working in the church. Through the years, borrowers have saved thousands of dollars because of the lower interest rates on their loans. As of December 31, 2002, \$1,641,222 was invested in The Sharing Plan.

On January 1, 2003, The Foundation merged with The Florida United Methodist Development Fund, Inc., which was established in 1976 in response to the larger loan needs of the churches of the Florida Annual Conference. It is now operated as a loan fund within the Foundation.

Florida residents, churches and church organizations can open a Participation Account (redeemable on a "demand" basis) upon which the Foundation pays interest. The interest rate, 3.50% as of January 1, 2002, is set quarterly by the Board of Directors. From the accumulation of these investments, the Fund makes first mortgage loans to churches of the conference for new building construction and major renovations. The maximum loan term is fifteen (15) years, and the maximum single loan amount is 5% of the amount invested in The Fund. The interest rate for loans, 5.50 % as of January 1, 2002, is adjusted quarterly to 2.0% above the rate being paid to investors in The Fund.

The minimum investment is \$100.00. Interest is paid at the end of each calendar quarter. As of December 31, 2002, investments totaled \$43,493,100. Funds not yet loaned are deposited only in Certificates of Deposit and U.S. Government obligations. The Fund has a capital reserve of \$1,500,000, which serves as security for the investors' deposits.

For a copy of the Offering Circular or for a copy of the Loan Guidelines, please contact The Florida United Methodist Foundation, Inc., at P. O. Box 3767, Lakeland, FL 33802.

T. Doyle Perry, Chairperson
Thomas W. Marston, President

THE FOUNDATION FOR EVANGELISM and THE FLORIDA AC-70

The Foundation for Evangelism and The Florida Annual Conference are pleased to be in partnership through the Florida AC-70. Lay and clergy throughout the conference have pledged funds, which will support evangelistic ministries of the Florida Annual Conference and The Foundation for Evangelism. Initial pledges totaling \$338,000 have been made and as of the end of last year over \$150,000 have been received. One-half of

this amount is currently available for evangelism ministries within The Florida Conference.

Bishop Timothy Whitaker, in consultation with Bishop Richard Looney, President of The Foundation for Evangelism, has appointed a Florida AC-70 committee to receive requests and approve funding of evangelistic ministries. David Brazelton chairs this committee, and other members include: Laura Berg, Nelida Morales, Rodell Roberts and Roger Swanson.

The Florida AC-70 committee has approved initial funding grants for the following evangelism ministries in the conference:

1. Congregational Transformation (Florida Annual Conference)	\$20,000
2. Celebrate Jesus, Inc (Florida)	10,000
3. Melbourne District for Celebrate Jesus event	3,000
4. Crossover Student Ministries, Pine Island UMC	2,000
5. Out-of-School Youth Ministry, Merrell UMC	<u>1,000</u>
TOTAL	\$36,000

Funds from the Florida AC-70 have also helped support United Methodist ministries in evangelism sponsored by The Foundation for Evangelism. Some of these ministries include: Professors of Evangelism in our seminaries; The Fitzgerald Program for New Church Pastors at the General Board of Discipleship; the Denman Awards; a new small group study resource entitled *Witness: Exploring and Sharing Your Christian Faith*; the *Forward* newsletter and other evangelistic ministries.

Applications for requests to fund evangelistic ministries are available from: Dr. David Brazelton, First United Methodist Church, 142 E. Jackson St. Orlando, FL 32801. Requests for funding for 2004 should be received by November 10, 2003.

We appreciate the generous support of the Florida Conference and those who have pledged to The Florida AC-70. Persons paying pledges and any others interested in making a financial commitment to The Florida AC-70 should make checks payable to The Foundation for Evangelism, indicating that it is for The Florida AC-70. The mailing address for The Foundation for Evangelism is P.O. Box 985, Lake Junaluska, N.C. 28745.

Thank you for helping our conference and The United Methodist Church fulfill our mission of "Making Disciples of Jesus Christ."

Dr. David Brazelton, Chair of Florida AC-70
Dr. Jimmie Crook, Resident Staff Minister, The Foundation for Evangelism

FLORIDA CONFERENCE KOINONIA

Koinonia will disband as of August 1, 2003. The proceeds in the fund will go to the Foundation for them to disperse to families of Koinonia members until depleted (see daily proceedings).

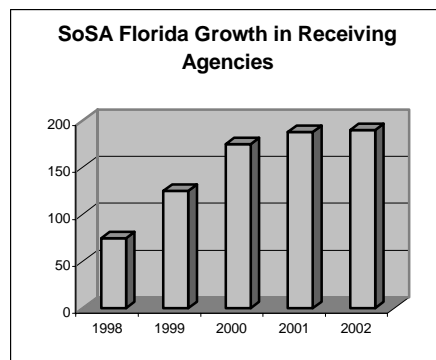
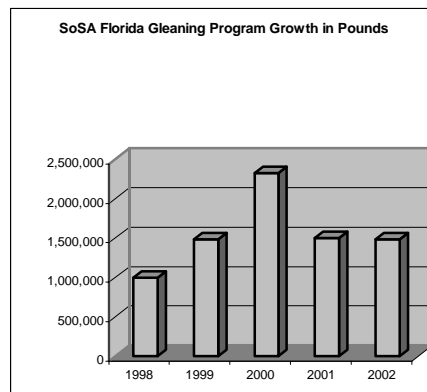
SOCIETY OF ST. ANDREW (SOSA) FEEDING THE HUNGRY IN FLORIDA

Purpose of Programs: To feed the hungry throughout Florida while preventing food waste. Biblical concept of gleaning (Lev 19:9-10). **Dare to Share Jesus in action, not just words.** Easy Mission Project. Get Involved. SoSA is an Advance Special (801600-0) of the UMC and (982225-8) for UMM.

Concept of Programs: Millions of pounds of nutritious but unmarketable produce are left in Florida fields and orchards after harvest. SoSA programs save this fresh produce and distributes it directly to Food Banks and dozens of feeding agencies in the state. These programs also provide an opportunity for low income individuals to help feed themselves. Produce is simply gathered up or “gleaned” after farmers and growers have completed their harvest. Easy mission project. Get involved.

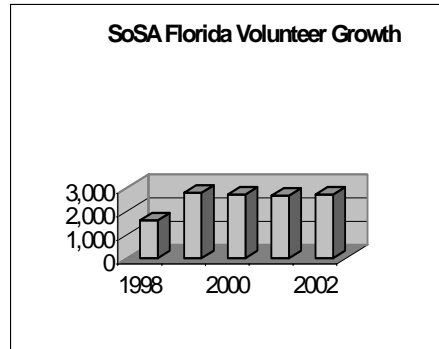
What has been accomplished?

- Over 2 million pounds of food at a program cost of under 5¢ per pound last year!
- Feeding Agencies across the state have benefited
- Each agency receives the food at no cost helping to improve *their* efficiency and effectiveness
- Over 1200% growth in Gleaning Network since start-up!!
- We’ve increased food distribution while decreasing overall cost per pound!! Fresh produce that would otherwise go to waste is being used instead to feed hungry Floridians



- Since beginning in 1995 SoSA’s Gleaning Network has encountered tremendous growth
- The number of agencies receiving donated produce has grown each year -- helps them stretch tight budgets
- Fresh produce that would otherwise go to waste is being used instead to feed hungry Floridians
- Simple, cost effective and extremely successful - it just makes sense
- Gleaning is something people of nearly all ages can do; it’s fun & easy to do

- Volunteers come from church groups of all denominations and faiths, civic clubs, scout troops, college campus groups and other organizations. 2000, 2001 & 2002 surpassed the 2,700 volunteer mark
- Short term mission effort with high impact
- Begin to live out your faith, come glean with us. **Dare to Share Jesus.** Feed the Hungry in Florida.



To get your church involved contact: Society of St. Andrew 407-650-1956 or 800-806-0756 or P.O. Box 536842, Orlando, FL 32853-6842

WESLEY GROUP HOME MINISTRIES, INC.

(For Statement of Covenant Relationship, refer to pages 262-264 of the 2001 Journal)

RESOLUTIONS

NOTE: Resolutions printed here are as approved by the annual conference. For a copy of the original resolution, please refer to the Annual Conference Workbook.

PETITIONS TO GENERAL CONFERENCE REGARDING REPRESENTATION ON GENERAL BOARDS, AGENCIES AND COMMISSIONS

WHEREAS, representation on general boards, agencies and commissions in the church is not currently proportionate to the membership of the annual conferences, the basic unit of the church, Book of Discipline ¶31, or the jurisdictions, the body empowered by The Book of Discipline to choose representation on the boards, agencies and commissions of the church (¶25.3); and

WHEREAS, the formulas for membership on boards and agencies and commissions leaves some of the most populous areas of the church, notably, the Central Conferences in Africa, Europe and the Philippines, the Southeastern Jurisdiction and the North Central Jurisdiction, under-represented; and

WHEREAS, the five petitions attached hereto collectively speak to the injustice and unfairness of the current disciplinary language:

THEREFORE BE IT RESOLVED that as a justice issue the Florida Annual Conference adopts at its 2003 Annual Conference Session the five petitions presented herewith specifically dealing with ¶¶ 705.5(c), 705.5(e), 705.6(a), 706.1 and 805.1. The Annual Conference hereby instructs the Secretary of the Annual Conference to submit these petitions for consideration by the 2004 General Conference and requests that the General Conference examine and modify the formulas which govern representation on general boards, agencies and commissions so as to guarantee fair and reasonable representation and inclusiveness from all areas of the church.

Sponsored by:

T. Terrell Sessums, Conference Lay Leader
Rev. Debbie A. McLeod, D.S. Broward Palm Beach
Mary Alice Massey, Immediate Past Lay Leader
Leland McKeown, Past Conference Lay Leader
Jody Moxley, Past Conference Lay Leader
Frank Furman, Past Conference Lay Leader
Rev. Richard J. Wills, Jr., Pastor, Christ UMC
Rev. Teresa L. Hill, Pastor, Isle of Faith UMC
John Dowell, President, United Methodist Men
Betty Sue Mason, United Methodist Women

PETITION #1 – (Passed 702 affirmative votes to 81 no votes)

¶705.5 (c)

Central Conference Membership – Each general program board shall elect membership from the central conferences equal to the proportionate membership of the central conferences based upon combined clergy and lay membership of the church and one alternate for each who may attend if the elected member cannot attend. In the election of the central conference members, it is recommended that a least one clergy, one layman, and one laywoman be elected as specified in general agency paragraphs.

(Special Note: This petition closely relates to other fair representation petitions affecting ¶¶705.5e, 705.6a and 706.1, which call for the amendment of those paragraphs to make them consistent with one another.)

PETITION #2 -- (Passed 728 affirmative votes to 48 no votes)

¶705.5(e)

Additional Membership – (1) Additional members shall be elected by each general program board in order to bring into the board persons with special knowledge or background that will aid in the work of the agency, to consider differing theological perspectives, and to perfect the representation of racial and ethnic persons, youth (¶ 255.2), young adults, older adults, women and men, people with disabilities, and persons from small-membership churches. After the election of central conference members as provided in ¶705.5(c) the remaining additional members shall be allocated by the secretary of the General Conference so as to insure to the extent possible that membership of each board reflects the proportionate membership of the jurisdictions based upon the combined clergy and lay membership. The nominating committee shall give special attention to the recommendations of the members from each jurisdiction for the election of persons to fill the additional membership positions from their jurisdictions. Each general program board shall elect additional members as specified in general program board membership paragraphs. Insofar as possible, no more than one person shall be elected from each Episcopal area. It is recommended that such additional membership shall maintain the one-third laymen, one-third laywomen, and one-third clergy balance.

(Special Note: This petition closely relates to other fair representation petitions affecting ¶¶705.5c, 705.6a and 706.1, which call for the amendment of those paragraphs to make them consistent with one another.)

PETITION #3 -- (Passed 730 affirmative votes to 57 no votes)

¶705.6(a)

Other General Agencies – a) Each jurisdictional conference shall elect members from the jurisdictional pool nominated by the annual and missionary conferences in the United States (¶705.1) in accordance with the specific membership provisions of those agencies as set forth in the *Book of Discipline*: General Council on Ministries (¶907), General Board of Pension and Health Benefits (¶1502.1a), The United Methodist Publishing House (¶1602), General Commission on Christian Unity and Inter-religious Concerns (¶1906), General Commission on Communication (¶1807), General Commission on the Status and Role of Women (¶2104), and General Commission on Religion and Race (¶2003). Additional members to be elected shall be allocated by the secretary of the General Conference so as to insure to the extent possible that membership of each agency reflects the proportionate membership of the jurisdictions based upon the combined

clergy and lay membership. The nominating committee shall give special attention to the recommendations of the members from each jurisdiction for the election of persons to fill the additional membership positions from their jurisdictions.

(Special Note: This petition closely relates to other fair representation petitions affecting ¶¶705.5e, 705.5c, and 706.1, which call for the amendment of those paragraphs to make them consistent with one another.)

PETITION #4 -- (Passed 734 affirmative votes to 59 no votes)

¶706.1

Nomination of Additional Board Members – 1. Giving due consideration to inclusiveness (see ¶¶ 124, 138) each jurisdiction shall designate one clergy, one laywoman, and one layman whom it has elected to a general program agency or to the General Council on Ministries to nominate the additional members of that program agency or council (¶705.5). The fifteen members thus designated by the five jurisdictions in each general program agency and in the General Council on Ministries shall constitute a committee to nominate additional members for that agency and shall be convened as provided in ¶706.2. The additional members shall be allocated by the secretary of the General Conference so as to insure to the extent possible that membership of that program agency or council reflects the proportionate membership of the jurisdictions based upon the combined clergy and lay membership. The nominating committee shall give special attention to the recommendations of the members from each jurisdiction for the election of persons to fill the additional membership positions from their jurisdictions.

(Special Note: This petition closely relates to other fair representation petitions affecting ¶705.5e, ¶ 705.5c and ¶ 705.6a which call for the amendment of those paragraphs to make them consistent with one another.)

RATIONALE FOR PETITIONS #1 - #4, ¶705 AND ¶706 PROPOSED CHANGES:

1. The present wording of paragraph 705.5(e), which states, “Additional members shall be elected by each general program board in order ...” c) to perfect the representation and distribution by geographic area” is not working.
2. The present provisions for representation are not fair to Central Conferences, the Southeastern Jurisdiction, or the North Central Jurisdiction. Disproportionate representation is not healthy for our church because it causes a disconnect between the local church and the general church.
3. The Central Conferences are a significant and growing part of the church. Their voices of faith, conviction and commitment in the face of persecution are vital witnesses. They represent the broadest most significant diversity in the church and their inclusion at the table represents our commitment to fairness.
4. Inclusion of Central Conferences in a more proportionate manner will turn the focus of some boards and agencies to important global issues of justice, faith sharing and service, and insure a global perspective.
5. The current system offers no clear guidance regarding fair representation and results in disproportionate representation each quadrennium. Where one jurisdiction is over represented during one quadrennium, that same jurisdiction may be significantly under represented the next quadrennium. The adoption of these petitions will help protect every area from being over or under-represented.

6. The proposed new wording being offered is an uncomplicated way to bring the church closer to fair jurisdictional representation in our councils, boards and agencies. It will not result in complete fairness but will be a giant step in the right direction working within the framework of the already existing recommendations of the various agencies, by leaving undisturbed the paragraphs relating to the individual agencies.
7. The proportional representation on general boards and agencies is as follows:

	12/31/01 Total Membership		2000-2004 Total B & A Membership		Ratio of Representation
	Members	%	Members	%	
Central Conferences	1,503,132	15.3	53	8.1	1 to 28,361
North Central	1,574,256	16.1	109	16.7	1 to 14,443
Northeastern	1,530,304	15.6	119	18.2	1 to 12,860
South Central	1,821,230	18.6	142	21.8	1 to 12,826
Southeastern	2,938,098	30.0	154	23.6	1 to 19,079
Western	430,552	4.4	76	11.6	1 to 5,665
TOTAL UMC	9,797,572	100	653	100	1 to 15,004

PETITION #5 -- (Passed 717 affirmative votes to 57 no votes)

¶¶805.1(a)1,805.1(a)2 and 805.1(a)4

Organization – Membership

- (1) Four bishops including one from a central conference, nominated by the Council of Bishops.
- (2) Thirty persons from the jurisdictions, nominated by the college of bishops in each jurisdiction based upon an allocation by the secretary of the General Conference so as to insure that membership of the council reflects the proportionate membership of the jurisdictions based upon the combined clergy and lay membership;
- (4) Five members at large, at least one of whom shall be a young person between the ages of twelve and seventeen, one member from Africa, one from Europe and one from the Philippines, and at least one of whom shall not be over thirty years of age at the time of election, and most of whom shall be elected for special skills. After the above mentioned election of central conference members, the remaining members at large shall be nominated by the Council of Bishops based upon an allocation by the secretary of the General Conference so as to insure, to the extent possible, that membership of the council reflects the proportionate membership of the jurisdictions based upon the combined clergy and lay membership.

RATIONALE FOR PETITION #5, ¶805.1 PROPOSED CHANGES:

GCFA is currently the most disproportionately represented body in the general church. The Central Conferences have one member representing 1,503,132 members, while the Western Jurisdiction has 8 members representing 430,552 members, and the Southeastern

Jurisdiction has 9 members representing 2,938,098 members. The North Central Jurisdiction is also under-represented.

This change is being offered to conform GCFA to the language being offered to insure fairness in representation within the other general boards and agencies of the church. Paragraph 706.1 specifically does not reference the General Council on Finance and Administration with regard to the allocation of additional members. Therefore, this recommended change in BOD language would allocate GCFA at-large members under the same fairness formula of allocation being proposed for GCOM and all other general boards and agencies.

**INCLUSIVE REPRESENTATION
HIGHER EDUCATION AND CAMPUS MINISTRY**
(Passed 684 affirmative votes to 73 no votes)

WHEREAS, the United Methodist Church has sought to be inclusive in ministry with all persons; and

WHEREAS, Higher Education and Campus Ministry is a vital witness of the Church, inclusion in the life of the church at the General, Jurisdictional and Annual Conference levels is at a minimum for those persons involved as Chaplains, Campus Ministers, Wesley Foundation Directors and Participants; and

WHEREAS, the current process by which delegates are chosen for Annual Conference does not always include United Methodist students, chaplains, Campus Ministers, Directors of Wesley Foundations and Campus Ministry Boards of Directors; and

WHEREAS, District-at-Large Lay Delegates are chosen at the district level, where a system could be put in place to accomplish representation from these Campus Ministries; and

WHEREAS, There are United Methodist laypersons serving as Campus Ministers and Directors of Wesley Foundations, they should be included; and

WHEREAS, The ministry that is done on behalf of the church through the extension ministry of "campus ministry," the persons served by this ministry should be included as District at-Large lay members to the Annual Conference; and

WHEREAS, A new process would involve and include persons who do the work of Campus Ministry, those who serve on its boards and those the church serves through Campus Ministry. This plan would create a spiritually rich communion among Campus Ministers, Chaplains, and Wesley Foundation Directors of accountability, collegiality, inclusivity, interpretability and responsibility;

THEREFORE BE IT RESOLVED That the General Conference of the United Methodist Church add a paragraph 602.1e in the 2004 Book of Discipline reading as follows:

Each annual conference having Campus Ministers, Chaplains and Wesley Foundation Directors shall include the same in its lay and clergy annual conference composition. In districts where United Methodists laypersons serve as Campus Ministers/Directors of Wesley Foundations that they shall be added as District-at-Large Lay Members to the Annual Conference. In districts where United Methodist Clergy serve as Chaplains, Campus Ministers and Directors of Wesley Foundations that the laypersons elected as their balancing counterpart be elected from either the Campus Ministry Board of Directors or a student from that ministry/foundation. In making sure that inclusion is adhered to, special consideration shall be given to the inclusion of United Methodist Young Adults who are active participants in Campus Ministry.

BE IT FURTHER RESOLVED that the 2003 session of the Florida Annual Conference of the United Methodist Church hereby charge the Conference Secretary to petition the General Conference 2004, using the rationale above, to add a paragraph to the 2004 BOOK of Discipline as outlined in the resolution.

Submitted by,
Lawrence Q. Barriner, Campus Ministry Center@FAMU, Wesley Foundation
Clergy Member of the Florida Annual Conference of the United Methodist Church

**RESOLUTION TO GENERAL CONFERENCE ON
PROPOSED LEGISLATION ON
DIRECTORS OF COMMUNICATIONS**
(Passed 656 affirmative votes to 97 no votes)

Whereas, effective communication is both a strategic ministry of an annual conference or Episcopal area and strategic to the effectiveness of other conference or area ministries; and

WHEREAS, a director of communications on staff in an annual conference can provide focus and guidance for the communication ministry; and

WHEREAS, effective communication is a consultative, collaborative and cooperative effort that should not be limited to one part of the conference or area ministry; and

WHEREAS, the Florida Conference has an effective communication ministry, including a director of communications, who is part of the Conference Council on Ministries; and

WHEREAS, not all annual conferences or Episcopal areas have communications staff persons;

BE IT THEREFORE RESOLVED, that the Florida Annual Conference of the United Methodist Church requests that the 2004 General Conference pass the following legislation, which was written by a consultation of communications professionals from throughout the connection:

PROPOSED LEGISLATION TO GENERAL CONFERENCE 2004

Page Number: 1

New Paragraph following 607

Agency: United Methodist Communications

Title: Director of Communications, Annual Conference

It is recommended that each annual conference or Episcopal Area have a director of communications to focus and guide the communications ministry of The United Methodist Church within the annual conferences.

- a) It is recommended that the director have the following primary responsibilities:
 - (1) To help identify, equip, and coordinate the work of a communications team (staff and/or volunteer);
 - (2) To develop and guide the implementation of strategies for effective communication among annual conference agencies, districts and local churches;
 - (3) To promote and coordinate activities to enhance the awareness and reputation of The Church;
 - (4) To help guide the strategy to interpret the conference budget and other benevolences;
 - (5) To provide guidance and training in effective communications for annual conference, district and/or local church leaders;
 - (6) To lead the conference in developing effective relationships with the news media within the annual conference;
 - (7) To guide conference leaders in development and implementation of crisis communications strategies;
 - (8) To lead the conference in using new and emerging technologies as tools for ministry;
 - (9) To provide the connectional relationship between the conference and United Methodist Communications.
- b) It is recommended that the director be a part of the Extended Cabinet (or equivalent leadership structure) to provide advice and counsel concerning communications strategies relating to the conference program, conference budget interpretation and other matters as the Cabinet and director may determine.

Submitted by Michael Wacht

LIVING WAGE RESOLUTION

WHEREAS, The United Methodist Church states “Every person has the right to a job at a living wage.” (§163,C).

WHEREAS, The United Methodist Church states “Since low wages are often a cause of poverty, employers should pay their employees a wage that does not require them to depend upon government subsidies such as food stamps or welfare for their livelihood. (§163,E).

WHEREAS, a “living wage” would allow wage earners to provide adequate housing, food, health care, child care, and transportation for their families and decrease the need for dependence on government subsidies and/or church-related charities.

WHEREAS, The United Methodist Church has created problems that address problems caused by poverty in the United States and in countries around the world.

WHEREAS, The United Methodist Church employs thousands of people in its churches, agencies, boards, universities, etc.

WHEREAS, The United Methodist Church has the responsibility to ensure that its own employees are able to adequately provide for their families.

WHEREAS, in the State of Florida 42% of our children live in low-income families (200% of the federal poverty level) and 17% of our children are poor (below the federal poverty level).*

*from the National Center for Children in Poverty
Website:http://lift.nccp.org/state_detail_demographic_FL.html

BE IT THEREFORE RESOLVED, that the Florida Annual Conference through the Church and Society Ministry Team establish a process to provide United Methodist Church entities within the Florida Conference (churches, institutions, ministries, etc.) with assistance in the adoption of living wage policies. This assistance shall take the form of factual information, sample policies, and tools for self-audit and reporting. **(Passed 585 affirmative votes to 157 no votes)**

BE IT FURTHER RESOLVED that the Florida Annual Conference refer this resolution to the General Conference 2004 and request that the General Board of Church and Society establish a process (§1004) to provide United Methodist Church entities (churches, agencies, institutions, boards, ministries, etc.) with assistance in the adoption of living wage policies. This assistance shall take the form of factual information, sample policies, and told for self-audit and reporting. **(Passed 563 affirmative votes to 166 no votes)**

Submitted by: St. Luke’s UMC, Orlando – Outreach Leadership Team
Rev. William Barnes, Lewis D. Arnett, Lynette Fields, Beth M. Farabee

NOTE: Resolutions printed here are as approved by the annual conference. For a copy of the original resolution please refer to the Annual Conference Workbook.